SURVEY MIDMONTHLY

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Our net impression of this year's "implementation" of the Conference's practice to journey west every decade or so is that it's a very good idea. Even satiated travelers must find renewed inspiration from their journeys' evidence that ours is indeed a great country, of contrast, variety, and vitality. Moods intermingled—the action heritage of the western and southwestern pioneers, the matter-of-fact Midwest, the complex sophistication of the East. Paradox abounded—in theory, philosophy, and practice. Youth overflowed the civic auditorium, the War Memorial, the opera house, and California Hall, but seemed to regard with due respect the graying veterans of past conference arenas. All held together by a completely uninhibited competitive enthusiasm for the West Coast setting between the transient visitor and the native boosters.

MORNING AFTER

Even the morning after, one line inspired by the internationally famous chef of Chartiers, down the Peninsula, seems worth preserving. Apropos of the multiplicity of social work specialties, our trouble was conceived to be: "Too many people who know too much about too little, and too few who know very much about enough."

ALUMNA NEWS

Elizabeth L. Mack (Betty Mack to *Survey Midmonthly* readers and staff) is moving again. Several years ago, she foresook her job as our widely traveled field worker to join forces with the Chicago Medical Book Company. Now she is leaving the open road, but remaining in the book field—as manager of the Pilgrim Press Book Shop, 124 West Fourth Street, Dayton, Ohio. The shop specializes in religious, social, and philosophical books, and also handles supplies for the church and the church school.

BOOTSTRAP IDEOLOGY

To our distinguished contemporary, *The Prison World,* we gratefully give thanks for this bright light bursting through the clouds of an otherwise dull and drab editorial day:

"Long, long ago the Board of Aldermen of Canton, Miss., adopted the following three resolutions (1) to build a new jail; (2) to build it out of the materials of the old jail; (3) to use the old jail until the new one is finished."

BANDWAGON?

"The family as a unit has been largely ignored in community recreation planning," reports the Recreational and Cultural Resources Survey of the State of Washington. "Yet many community leaders are becoming more and more aware of encouraging families to learn to play together, and thus, in their leisure time, strengthen family relationships."

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"People see the need for new services which will help strengthen family life," revealed Clyde E. Murray, president of the National Federation of Settlements, in Seattle last month, "and the settlement is one of the logical answers to this problem, because it works with the family as a unit, rather than only specialized groups."

NATIONAL TRENDS

Community Chests and Councils, Inc., topped six other national agencies in expanding budgets between 1938-1945, according to data in the report of the committee on income study just released by the National Social Welfare Assembly. Income increases in the period for all seven agencies included in the study were: Girl Scouts, 122 percent; National Organization for Public Health Nursing, 68 percent; National YMCA, 62 percent; Child Welfare League of America, 47 percent; Family Service Association, 22 percent; National YWCA, 14 percent.

WEST COAST INTERPRETER

San Franciscans may not be steeped in social work lore as purveyed by national conferences, but they catch on quick. When Viola Paradise announced her organizational affiliate as Russell Sage Foundation, the stenographer at the Conference registration desk sent back a typed receipt reading "Restless Age Foundation."

HUMAN RELATIONS

Welcome, for its brave objectives, to the first issue of *Human Relations—A Quarterly Journal of Studies toward the Integration of the Social Sciences.* "Never before has human society needed so desperately to correlate and reappraise the full measure of its experience," says its letter of announcement, addressed, we proudly note, to "Dear Colleague."

"Anthropologists, psychologists psychiatrists, sociologists, group workers . . . all of us work toward common objectives. Yet . . . each scientific discipline is isolated from others by a scientific barrier." Published by the Research Center for Group Dynamics of the Massachusetts Institute of Technology, editorial policy

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will be guided by two committees of distinguished scientists—one British, the other American.

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"In the field of human relations," quotes *The New York Times* from President Raymond B. Fosdick's annual review of Rockefeller Foundation activities, "there is an unbalance growing daily between the physical power at our disposal and the capacity to make good use of it. Our political institutions are living in the nineteenth century, and our technology is that of the twentieth."

NEW ENGLANDISH

In celebrating its 150th anniversary, the Boston Dispensary notes that, when established in 1796, it was the third such dispensary in the country, and the first medical charity in New England. It is also, it modestly points out, the only one of the three still in existence.

SPLITTING ADMINISTRATORS

Facts unearthed by the Council of State Governments are comparable only to the formidable results of a split atom. In 1824, one of our major American cities was administering twenty-four different governmental activities; now the number is 396. Would that some ingenious photographer from Bikini could capture this picture of dynamic social energy released, inexorably creating new problems of social and administrative control.

ISABELLE M. GRAHAM

It's part of life that all of us share in the work and gifts of others invested so deftly that we are perhaps unconscious of the indebtedness.

That holds for Miss Graham (Mrs. J. W. Waters in private life), who last fall relinquished her desk as office manager of Survey Associates. Her long time participation goes back to our incorporation and before—a span of thirty-nine years, now ended with her death in mid-May.

At a meeting of our executive committee last month, there were expressions of appreciation of the excellence, the poise and devotion which unfailingly characterized her administrative activities. These at once served every reader of The Survey and made genuine contributions not alone to the fortunes of Survey Associates but to the social advances which we have helped to further.

Not only those of the staff whose companionship with "IMG" reaches back a third of a century, but the newcomers she inducted one after another over the years, cherish the courage with which she met ill health—and her rare quality as a fellow worker.—P.K.

STORY IS UP

The story is up in relief circles. Published statistics lag behind the facts in the firing line, but a Minnesota increase of 35 percent in family relief cases between January 1946 and January 1947 is typical of what is happening elsewhere.

Those minor prophets who predicted critical times for public welfare immediately following the war's end may prove to be right—two years later.

CREDIT TO SCIENCE NOTE

The Home for Incurables (New York City) announces that its name has been changed to the St. Barnabas Hospital for Chronic Diseases.

MASTER PLANS

A master plan for "hospitals and related facilities," based on several years' intensive study, was launched by the Hospital Council of Greater New York at a dinner meeting on April 22nd. . . . San Francisco is drafting a Master Plan for Youth, calling for a $12,000,000 recreation program.

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Will our readers please add these three lost ciphers to the estimate of total UNRRA expenditures carried in Ellen S. Woodward's article in the April *Midmonthly*. Three and one half billions, in other words, not millions. Fortunately, their loss was due to editorial error not congressional action.

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Frontiers of Medicine • Adoptions • Rehabilitation

The American Family • About People

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Bob Campbell

Mari Okazaki, staff member of San Francisco's International Institute, plays hostess to conferees enjoying sunshine between meetings. *Left to right:* Jane Morgan, medical social worker, Charlotte, N. C.; Ida Rorem, church social worker, Mason City, Ia.; Richard Stare, VA caseworker, Denver, Col.; Gaines T. Bradford, settlement house director, Houston, Tex.; Miss Okazaki; and Roberta Lytle, psychiatric social worker, Vancouver, B. C.

Westward Ho!

MARION ROBINSON and BRADLEY BUELL

The mood of spring was upon California when, on April 13, the vanguard of some forty-three hundred delegates to the 74th annual meeting of the National Conference of Social Work registered in San Francisco's Civic Center, and then wandered out to explore the exciting, colorful city whose Golden Gate presides over the entrance to the Pacific. The warm sunshine was received gratefully by those from colder climes, while San Franciscans themselves complained mildly about the "heat wave." The hills across the bay, green after the winter rains, were dotted with California poppies and blue lupine. Downtown store windows were decorated with masses of daffodils, and in the City Hall across the plaza from Civic Center, visiting social workers joined with native San Franciscans in admiring the annual show of the California Spring Blossom and Wild Flower Association.

Though the conference schedule was a full and ambitious one—with fourteen general and special sessions, almost ninety meetings of the twelve sections, and over a hundred meetings of thirty-eight associate groups—conferees were not at all indifferent to the many scenic and gastronomic delights afforded by the hostess city. Sunset time found them hurrying to the famous Top o' the Mark where the city and its bay and bridges spread in magic panorama. At lunch time and dinner time, they roved the city, negotiating San Francisco's hills by taxi, on foot, and in the clanging cable cars, ultimately sampling prawns in Chinatown, waiting for fresh crab to cook in the cauldrons on Fisherman's Wharf, or reveling in the food to be found in the Italian neighborhood, or in the French restaurants which still bear the traces of San Francisco's bonanza days of the 1850's.

The writers wish to thank the following people for help in gathering information contained in this report: Runo Arne, Bernice Bridges, Zdenka Buben, Helen Green, Mary Keeley, Margaret Lumpkin, Esther Moore, Harriet Parsons, Carol Russ, Violet Sieder, Norma Sims, Sue Spencer, Theodore Tarail, Virginia Williams.

Complementing this colorful and compatible setting, the generosity, warmth, substantial attendance, and outstanding professional contribution of western members, combined to give a West Coast flavor, which stood out as the most unique thing about the tone and spirit of this 74th Annual Conference meeting.

The California Conference of Social Welfare packed its usual dynamic and well attended five-day annual meeting into one afternoon session. Over two hundred of the 484 speakers, panel participants, discussants, presiding officers

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and discussion leaders on the National Conference program were West Coast residents. Among them were faculty members of schools of social work and practitioners of public and private social work, and by no means least, many distinguished members of other professions—medical doctors, psychiatrists, clergymen, labor leaders, lawyers—who seemed well informed about and vitally interested in their social work relationships.

Another unmistakable Conference characteristic was its youth. Undoubtedly, the great bulk of those attending was of the oncoming generation of social workers, for many of whom this National Conference was a "first."

In the sense that it was not preoccupied with the postwar stock-taking of last year's Conference at Buffalo, nor dominated by the tensions of crisis or emergency, this more nearly approximated a prewar Conference. By the same token, however, an air of unreality hovered about at some points. There was no program concern over an impending economic crisis, although warnings on the subject from the White House were making current headline news, and unemployment, rising caseloads, and imminent budget cuts were the subject of grim off-the-record conversation, especially among public welfare leaders. Midway in Conference week, Leon Henderson, addressing a general session, said that the economic dilemma of 1947 lay in our choice between building a planned economy and continuing to follow the old "boom or bust" pattern. That he did not strike a hopeful note for the future lay more in the implications of his address than in direct prophecy.

The influence of professional school leadership, so outstanding at Buffalo last year, was noted more in connection with the section meetings on community organization and administration—which, incidentally, provoked some of the liveliest interest and extracurricular debate of any meeting at this Conference—and in the special Conference meetings on professional education. Academic succession to high office was interrupted by selection of Ralph Blanchard, executive secretary of Community Chests and Councils, Inc., for the presidential nominee for 1949.

Although it is difficult to trace a general Conference theme through the many threads of group interest and concern, President Arlien Johnson's opening address introduced a broad background against which 1947 discussion of social work must be placed.

Pointing up the awesome dilemma facing mankind because of the lag of the social sciences behind rapidly accelerated technological advances, she questioned whether we were yet making use of knowledge from the social sciences which is readily available. As examples she cited two understandings which have been useful in the development of social work's professional discipline: the first, of the individual's age-old struggle with "conflicting forces driving man to growth and resistance to change," which finds its counterpart in the dynamics underlying the dual struggle of the world's people toward freedom and security; and second, the understanding of the fear of difference, which creates disturbances in relationships between individuals as well as tension between races and cultures.

Miss Johnson voiced her faith in "the contribution which social work among other professions might make toward helping bridge the gap between social facts and social values," and asserted her belief that "the methods of science can be applied to the study of human relationships as well as to the study of the atom bomb"; and that until the same method of scientific thought is applied to both the physical and social aspects of reality, "we shall not resolve the confusion and fear that surround us."

SPIRIT OF THE FORTY-NINERS

To an "outlander" attending the meeting of the California Conference of Social Welfare, it was apparent that California and its West Coast neighbors have long been working for social welfare with the dynamic zeal and spirit of adventure characteristic of their amazing economic and population growth. Such a spirit ran through reports of accomplishments, discussion of future plans, the according of honors to several outstanding members. "In appreciation of your long years of distinguished service and its ultimate meaning to social welfare progress in California," read the citation giving the first honorary life membership in the California conference to Anita Eldridge, nationally known social worker, who retired in 1946 after twenty-five years of service as the executive secretary of the conference.

Recognition of the outstanding contribution of two other California practitioners, given by way of the coveted Koshland awards, furnished similar high spots of interest at this abridged state conference session, under the chairmanship successively of Zdenka Buben, retiring president, and her successor, Bowen McCoy, manager of the Los Angeles Chapter of the American Red Cross. The first award—$200—went to Beulah L. Lewis, director of public assistance in Los Angeles County, as "the executive who made the outstanding contribution to social work practice and theory" during the past year, in lifting the public assistance program in her county "from the category of simple relief . . . to a service program based on human needs." The second—$100—was received by Winifred Wardell, senior psychiatric social worker at Sonoma State Home, for her successful work "in behalf of the education and placement of mentally hadicapped people, especially children."

During the week's national meetings, Easterners, many for the first time, came face to face with social workers now entitled to write RSW—Registered Social Worker—after their names, and state conference members attending this business meeting listened with intense eagerness to the report of the first year of operations of this first experiment in official professional certification made by Runo E. Arne, executive secretary of the State Board of Social Work Examiners.

Established by the state legislature in 1945, after eighteen years' promotion and demonstration of the values of registration under the auspices of the conference, this board has authority to examine the qualifications of social workers, and certify them as RSW's. The law itself does not make certification mandatory on anyone, but the prestige value of voluntary registration is increasingly becoming recognized, according to Mr. Arne.

Over 4,000 social workers have been certified to date. Part of these were "blanketed in" without examination, by the initial policy of the board to accept automatically those who had registered under the previous plan of the conference, and to accept automatically until January 1, 1947, anyone who had had three full years of professional practice during the five years prior to September 15, 1945. From now on, however, every certified RSW must have completed one year of full time graduate study in an approved school of social work or the equivalent thereof,

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and have passed the board's written examination.

Other state conferences also will be interested to know that California now is seeking new worlds to conquer. Following the report of George D. Nickel, social welfare consultant to the Los Angeles Finance Company, who had served as its official, though volunteer, observer during the 1947 legislative session, it was proposed to establish a full time legislative office at Sacramento. This and other proposals to expand the area of the conference's activities produced lively debate, with final decision to be made later after study with full membership participation.

This same spirit of "daring both to think and to do" ran through the many and often highly significant offerings by West Coast people to the Conference program itself. To single out only a few—current experiments in prison work and delinquency prevention as told by Kenyon J. Scudder and Heman G. Stark, characterized by Edgar M. Gerlach of the federal Bureau of Prisons "as the outstanding work of its kind in the world"; illustrations of recreation planning at both state and local levels, given by Roy Sorenson, and others; philosophical and practical thinking about public welfare in new settings, by Wayne Vasey and Emily Huntington; thought provoking analysis of the social and community liabilities of large scale industrial and agricultural organization by Paul Taylor and Theodore Kreps; clinical studies in psychosomatic medicine by Dr. Jurgen Ruesch and psychiatric materials from Dr. Norman Reider, Dr. H. H. Nierenberg, and others of their profession; contributions to the new—for the Conference—subject of administration by John M. Pfiffner and Louis H. Blumenthal, are illustrations that do not even skim the cream of the program's evidence of West Coast advances into new frontiers of social work and science.

But perhaps because the troubles of our earliest disadvantaged minority group seldom find their way to our eastern consciousness, the afternoon meetings of the Congress of American Indians somehow dramatized for us as nothing else at the Conference, Miss Johnson's opening night portrayal of social and human values, lost in the onrush of economic and technological advance—now social work's responsibility to help recapture and redeem.

In a panel discussion featuring as speakers six young American Indians, facts about lack of economic and social opportunity were laid on the line. Peter Yazza, of the Navajos, in discussing employment problems on the reservation, said that government positions and the few positions created by new construction were always occupied by white people. Indians working at low-paid jobs in mines and sawmills, regardless of education and qualifications, seldom have promotions or salary raises, have no compensation and no security when they are unable to work. Leonard Allen, of the California Pomos, said that the great tragedy of the Indian was the loss of land, and that further, "Indians have been grudgingly given the least desirable home sites, and land unfit for cultivation." Many, he said, have been denied citizenship on the grounds that they could not produce documentary proof of their age, which to him was a "legal subterfuge."

That he meets the same obstacles upon moving from the reservation into community life was the testimony of Leah Manning, Los Angeles youth worker, and Ataloa, secretary of the Los Angeles chapter of the National Congress of American Indians. Though he may find a new world, a better income, and higher standards of living, segregation follows him in terms of housing, employment, restrictive covenants, and a classified social position.

These young women, along with Robert Bennett, returned veteran, agreed that chiefly through the 23,000 Indians who served in the armed forces in World War II, greater changes had now come about in Indian life and thinking than at any time in American history. Having been exposed to new experiences and acquired new tastes, this generation of Indians, though proud of their culture, cannot entirely fit it into living in the United States and are unwilling to settle down in the old economic niche.

A recent proposal to Congress by the Office of Indian Affairs was described by John H. Provinse, assistant commissioner of Indian Affairs in the Department of Interior. The proposal involves a scheme which would permit incorporation of Indian tribes to take over their own affairs on a time scale extending over a period of twenty-five years and enable individual Indians who so desire, to renounce their tribal or federal status.

Speakers in these special sessions were agreed that "this was an American problem," and until it could be resolved by the American people through its Congress and in its communities, the United States would be in a poor position for world leadership

Runo E. Arne

A unique job in social work history—executive secretary of the State Board of Social Work Examiners created by the first law of its kind in this country—is one more in a long line of "firsts" for Runo E. Arne.

In the vanguard of the public assistance program, first with the California State Relief Administration under FERA, and later, with Social Security Board, he helped break ground for state welfare departments in Louisiana, New Mexico, and Texas. When Louisiana State University set up its School of Social Welfare, he became its first director. During the war he lent his efforts to the WRA program, first in the Jerome camp and later directing relocation in ten southern states from New Orleans.

Born in Sweden, Mr. Arne spent his boyhood in South Dakota, but claims residence in California for most of his life.

The registration program in California has carried itself without promotion, says Mr. Arne, pointing out that already several county civil service commissions have announced that candidates for promotional examinations must be Registered Social Workers.

Mr. Arne estimates that the largest number of the 4,000-odd certified social workers come from public welfare, probation and parole, and casework—family, children's, psychiatric, and medical. A liberal scattering of group workers, and a good many administrators, including practically all of the county welfare directors, also appear on the lists.

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which involves the handling of subject peoples. Evidence that at least a sardonic humor, as well as pathos, underlay the forthright and at some points grim discussion at these well attended meetings came from a representative of this most truly American group who offered this quotation on which to ponder: "When the white man discovered this country, the Indians were running it. There were no taxes; there was no debt; the women did all the work. The white man thought he could improve on all that."

SOCIAL WORK AND THE INTERNATIONAL SCENE

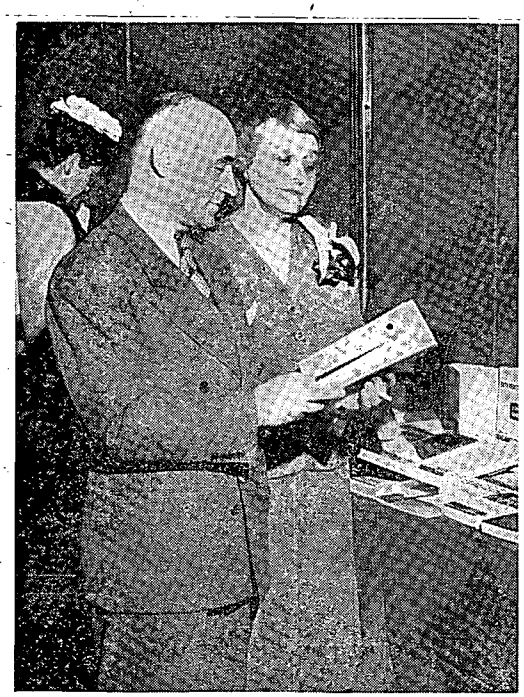
Not so far from the very spot in San Francisco which served as a cradle for the United Nations, Enriques de Lozada, of the United Nations Department of Social Affairs gave vital meaning to the sense of international responsibility that was a dominating note throughout the Conference. For United States leadership in world affairs, "must be pervaded by the same spirit with which social work has contributed to United States history of the last two decades," he told his audience on Saturday at the final Conference luncheon.

Earlier in the week, Fred K. Hoehler, former director of the UNRRA displaced persons program and now executive director of the Chicago Community Fund, had hammered away at the reluctance with which this country assumed its leadership responsibility. "Our demonstrated lack of knowledge of what is going on abroad and official United States action have not provided much of the kind of hope and leadership which Europe needs today," he said, and went on to blame "our isolation in Congress and outside of it, selfish demands for return to normalcy, hate and prejudice mongers, and news writers or commentators who speak only for special interests," for the distrust with which Europe regards us.

But we have not done so badly in carrying our share of the official leadership for the reeducation of conquered peoples, countered T. V. Smith, professor of philosophy at The University of Chicago, in telling a large audience of conferees at one general evening session that, in this realm we had been able to make "at least a down payment" on our obligations. A period of service with the military governments in Italy, Germany, and Japan had left him feeling that the results of our educational policy in these countries was "tolerable," and that the philosophy on which it rested could be pointed to with "modest pride."

"Our deepest democratic theory," he said, "is that what others think is nobody's business so long as they merely think or merely even teach it," and this program therefore was based on the general policy that conquered peoples should be told "only what they must *not* teach . . . we made it *their* business to find out what they were going to teach."

Three special sessions brought to the conferees specific information about the problems with which UNRRA has so courageously struggled, and the situation faced by the specialized agencies created by UN to take over UNRRA's work. Here social workers were addressed by Mr. Hoehler on the problems in Europe; by Joe R. Hoffer, consultant for the AASW, on the problems of Asia; by Sibella Simons, chief of the State Department's Inter-Departmental Committee on Social Policy, who spoke for Ellen S. Woodward, director of the Office of Inter-Agency and International Relations of the Federal Security Agency, in giving a review of the UNRRA program; and Pierce Williams of UN who gave up-to-date information on the program for displaced persons. The contribution and responsibility of government was discussed by Otis E. Mulliken, chief of the State Department's Division of International Labor, Social and Health Affairs, and the opportunities and obligations of voluntary agencies in international social work, by Joseph P. Anderson, executive secretary of AASW. Mr. Hoehler estimated that $10,000,000,000 would be required this year to meet minimum relief and rehabilitation needs in twelve devastated countries, and Mrs. Simons told of the vast need among Europe's children which might be partially met by the plans of



Bob Campbell

National Conference presidents: Leonard Mayo, 1948; and Arlien Johnson, 1947

Zdenka Buben, retiring president, California Conference of Social Welfare, and Anita Eldridge, the conference's first honorary life member

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Why Be Fearful?

T. V. Smith

I have come back from service in all the conquered countries, widely experienced in the cultural horrors of war. Not mine the forefront of heroism but daily the backwash of degradation which war leaves visible.

And yet . . . I came home in a mood which simply could not understand the pessimism of some and the fearfulness of most. Even if humanity were to go up in fission or down before consciously planted bacteria, it would be a taking off, I have said to myself, more resplendent than living in fear of the creative energies now released by physicists and biologists.

I have never seen any special virtue in dying of old age or in bed. Why be fearful, anyhow, I asked myself over and over again, when all we have to fear are the possibilities that attend the new energies, and when, as compensation for that normal fear, we have to enjoy the actualities that attend discoveries unparalleled and benefits unprecedented in all human experience.

the International Children's Emergency Fund. Mr. Williams reported that by July 1, the International Refugee Organization would be faced with a remaining 1,000,000 persons whose problem must be solved by emigration or resettlement.

Although stressing the deep seriousness of the situation, Mr. Williams offered two hopeful possibilities for partial solution. Large groups of people will have to remain in Germany for a protracted period, awaiting emigration, and he believed an open mind should be kept regarding resettlemnt in Germany of a sizable group of Esthonians and Latvians who come of old German stock and conceivably could be assimilated into the German population. He also felt that the clouds of hopelessness resulting from a worldwide lack of "the open door," a chief obstacle in the way of emigration and resettlement, were beginning to lift a bit. Brazil, Australia, Belgium, and Great Britain are beginning to make plans to receive new emigrants, and both he and Mr. Hoehler urged that the United States take immediate steps to admit 400,000 displaced persons on the unused quotas of 1940-1946, which have now accumulated to over 900,000.

In a session of the National Council on Naturalization and Citizenship, Mrs. Kenneth Rich, director of the Immigrants' Protective League of Chicago, also made a plea for new laws to make it easier for aliens to become citizens of this country. Legislative changes should be made removing racial and color discrimination in eligibility to naturalization, reducing the naturalization fees (in light of the economic hardships of new emigrants coming in) and affirming the right to freedom of thought in matters relating to economics and politics.

Reassurance that at least in one area of international collaboration plans are going forward with a minimum of complications, was offered by Dr. Michael B. Shimkin, surgeon of the U. S. Public Health Service in San Francisco. Speaking before the final meeting of the health section on the World Health Organization, Dr. Shimkin said that though the role of medicine in international affairs was a small one, nevertheless, "it is a definite area of agreement between peoples and their governments . . . and has the great advantage of not being involved in the semantic difficulties that confront politics and economics." With its major organizational work completed, the Interim Commission of WHO is ready to take over its first group of assignments—epidemiologic control, quarantine regulation, and standardization of medicinal products.

Differences of language, tradition, and ideology continue as obstacles in international collaboration, even after nations are able to go to work in good faith on a joint project, pointed out Mr. Hoehler. Such concrete factors as discrepancies between job classifications and widely varying salary scales are based on differences of tradition. Our tradition of requiring public officials to take oath of office is offensive to the Englishman who assumes that loyalty in public office is expected of him, and to whom the request to swear loyalty indicates distrust.

And much more insidious, Mr. Hoehler said, was the experience of UNRRA that many people recruited in the United States and elsewhere carried prejudice against other nationals, religions, people of color, and that sometimes these prejudices destroyed their usefulness.

Giving up prejudices and isolation for the realization of interdependence and awareness that the world is truly one, was to Mr. de Lozada "the rock bottom for the foundation of peace." "If we really inwardly felt our interdependence," he said, "we would acquire a notion of human solidarity on which we could build, and before which political problems would fade." On the previous day, Dr. Shimkin, urging that "some humility is not out of order," had given striking testimony that interdependence is not theory but a fact. Of the four major medical achievements which permitted many men to be saved, he reminded his audience, not one was an American discovery. "Recall and remember," said Dr. Shimkin, "that the sulfa drug was introduced by a German; that penicillin was the discovery of an Englishman; that DDT was first made and used by a Swiss; that the blood bank was developed by the Russians . . . we have much to learn from many other countries concerning the broadest social application of such benefits."

PROFESSIONAL EDUCATION AND RESEARCH

While at times the whole Conference seemed to be reaching out to this new international arena, two domestic matters were proving of equal "generic"—to use this year's most oft-repeated Conference word—interest. One theme, professional education, was amply reflected by planned sessions and formal papers; the other, research, came to the surface more by implication and wishful references to problems "where research is needed."

Forecast of the program emphasis on problems of education and training had come from Paul Benjamin, president of the American Association of Social Workers when he had prophesied that the organization of the National Council on Social Work Education and other 1946 developments would have an important influence not only "on the future of social work education but on the profession itself." During the next six days, the complexity of issues now facing this young but rapidly expanding profession were thoroughly explored in the special meetings arranged by the Conference, and in other meetings under the auspices of the American Association of Schools of Social Work, and the professional associations of medical social workers and group workers.

On Monday, a thought-provoking analysis of major issues by Sue Spencer, executive secretary of the AASSW,

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gave perspective for much of the ensuing discussion of educational problems, and indeed for many of the professional issues which emerged in other Conference subject matter. Four major issues need to be resolved, she said, in order to chart soundly future education and training policies.

The first is the *quantitative problem* of manning a field, where only about 1,000 people a year are being graduated from the two-year graduate professional courses, to supply an area of service employing an estimated 100,000 to 175,000 workers.

The second revolves around the question: What fields does social work include? By one view, "the heart of social work practice is the direct worker-to-client or leader-to-group relationship." Social work education, therefore, should be limited to the training of caseworkers or groupworkers. The contrasting view is that "the essence of social work is the recognition of a social need, and the creation and rendering of service to meet that need." Logically, therefore, the broad concern of professional education becomes the preparation of people to understand these needs and provide the service necessary to meet them.

The third "is the conflict between the trend toward the more generic teaching of social work theory and that toward the addition of new specializations within the two year professional program."

The fourth is how much training in research "should be required of all social work students." Because many schools are identified with graduate programs in liberal arts and sciences, students have been required to complete an independent research project. For many, however, "research of a high quality is very difficult . . . and it has seemed to some of the schools recently that this time might better be devoted to something else."

A proposal to throw light on these and other issues by a two-year study under the auspices of the new National Council on Social Work Education was described by Miss Spencer and Kenneth L. M. Pray at an afternoon meeting of the AASSW. Its cost is estimated at $225,000, and they reported that negotiations for its financing are now in process.

Quoting the surprise expressed by Esther Lucile Brown in her "Social Work as a Profession" (1942) that "social work education seems to have not yet come firmly to grips with the problem of what use to make of the social sciences," Harry M. Cassidy of the Toronto School of Social Work also deplored "a break in the former close association of education in social work with social science." On the other hand, he admitted "defining the social science foundation for social work as difficult in the extreme." And striking a somewhat different note, Leonard W. Mayo, commented that "it has been shown time and again that what is *caught* from teachers is far more significant and lasting than what is *taught* by them. It is therefore a matter of first importance that schools of social work develop not only adequate and competent, but *great* teachers."

A chronological sequence of problems, starting with the student in the school who must be given field training, moving to his supplemental training in his first job, and then on to the problem of in-service training for those with only partial or no school background, were discussed respectively by Eleanor E. Cockerill of the Pittsburgh School of Applied Social Sciences; Evangeline Sheibley, executive director of Family Service of Montgomery County, Dayton, and Agnes Van Driel, chief, Division of Technical Training of the Social Security Administration.

Coordination between the school and field work agency, Miss Cockerill stressed, "involves more mutual affecting of each others' policies than is true in the traditional concept of cooperation. It really means working together in an integrated way for a shared purpose." And Miss Sheibley, referring to the student's first job as an "externship period," felt that careful plans for supervision, selected caseloads reflecting a variety of problems, participation in staff and community committees, consultation with psychiatrists, study projects, are necessary to reinforce the professional training of the school.

In-service training program, said Miss Van Driel, needs to be under the leadership of people competent in the "teacher-learning" process. General orientation in agency structure and function, careful and continuous supervision, opportunities for staff participation, interpretation of content materials, generous policies toward educational leaves, all should be fitted into one "whole" over-all training plan.

Meanwhile members of the American Association of Medical Social Workers were discussing the interestingly reversed problem of how to assist in the training of doctors. Taking her materials from the study project of the joint committee of the American Medical Association and the AAMSW, Miss Cockerill, also appearing on this program, stressed that any diagnosis or treatment of the individual patient is incomplete which ignores any one of the three major aspects of illness—physical, psychological, and social. But medical students need to be taught, she said, "not the methods of medical social work" but "the social implications of illness."

Interest in including instruction about the social and environmental factors in illness is greatest in the teaching of public health, reported Elizabeth P. Rice, director of the medical social service department of the New Haven Hospital. Both speakers were convinced, as Miss Rice put it, that "whether we will or not this emphasis on the social and environmental factors in medicine is spreading rapidly in medical schools and becoming more and more applicable to practice":

Stubborn Facts

Arlien Johnson

Although a newcomer among the professions, social work has in common with all professions a twofold obligation. The first of these obligations is that the profession constantly seeks to utilize and enlarge the scientific knowledge relevant to its practice in order that the professional person may be as competent and as skillful as possible in the rendering of his service.

At the same time, the professional man is close to the world of everyday life; the test of scientific knowledge is how it works when applied. Medicine, for example, has had the experience of finding that certain drugs which seemed useful in the treatment of a disease, produced other effects on the patient which offset the value of the original treatment.

The professional man, therefore, is in daily contact with those "irreducible and stubborn facts" of firsthand observation which Whitehead describes as one of the origins of science. And always he must reconcile theoretical facts with actual facts of direct observation, in such a way that both kinds of facts best serve the interests of the whole person and further his welfare. The second obligation of any profession, therefore, is to have a concern that its knowledge and services are in the public interest.

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and also that this acceptance of their role is making it easier for medical social workers "to recognize and admit both the contributions and limitations of our casework practice as part of the scientific care of the patient."

Nor were the group workers to be outdone by others in their concern with professional education, for the Thursday afternoon meeting of the American Association of Group Workers was devoted to this subject, with Clara A. Kaiser of the New York School of Social Work, and John McDowell of the National Federation of Settlements, the principal speakers.

In contrast with only a few years ago, Miss Kaiser commented, "most of the schools are filled to capacity and are swamped with requests for candidates for positions in the [groupwork] field." But their total output—probably not more than 200 a year—falls far short of the demand.

Perplexing questions still remain to be resolved, however, said Miss Kaiser—the balance between generic education and training in particular skills; developing adequate resources for supervised field work; ways of keeping the content of the curricula geared to changing needs and developments; more selective methods for admitting students, for the schools "cannot make groupworkers, it can only educate them."

Speaking from the agency point of view, Mr. McDowell felt that it was important to clarify the jobs where groupwork training was needed. A groupworker, he said, needs "to know how to use" physical education, recreation workers, artists, musicians, and other specialists "but he does not necessarily need to have all these skills himself."

One practical way, he pointed out, that agencies can help improve the quality of professional education is by "providing record material for teaching purposes." Another is by carrying on "certain limited projects which will provide the raw material for research into the nature of the practice of groupwork."

Research

Miss Johnson had given the clue to an underlying professional interest in research when she expressed her belief that "the methods of science can be applied to the study of human relations as well as to the study of the atom bomb" and that "the stubborn irreducible facts of daily observation require that a person rendering a professional service measure his observations against all known empirical data."

In the following days, significant materials from research and survey projects highlighted several of the sectional and group meetings—the Connecticut study of delinquency and neglect; clinical studies in the fields of psychosomatic medicine and psychiatry, including alcoholism; recreation and hospital surveys in California and Washington; studies of interracial tensions and problems; federal studies of migrants and of the relative social impact on communities of large and small scale industry and agriculture.

In one meeting at least, under the auspices of Community Chests and Councils, Inc., the methodology of research, in this case as applicable to the problems of community organization, came up for critical analysis. Using as case material a study of the care of transient and homeless men made by Genevieve W. Carter, research director of the Los Angeles Welfare Council, it was brought out:

1. That research directed toward problems of community planning should be an integral part of the organizational processes and not conducted as a segregated enterprise;

2. The research specialist needs to be trained in community organization as well as research;

3. Basic research methods must be adapted practically to the purposes and setting of the particular study;

4. The specialist needs to foresee necessary compromises, be resourceful in adapting his methods to meet them without a too great sacrifice of accuracy and soundness, and be prepared to have his conclusions modified by the group thinking of the committee sponsoring the process.

It was in the many areas, however—where, if significant research is being undertaken, its materials at least did not find their way to this Conference program—that one sensed a growing urge to apply the "methods of science to human relations." Comment that here was a neglected tool, that rich materials and experiences were being wasted for lack of use, that knotty problems must be studied, appeared in almost sufficient number and variety to warrant the prediction of a sometime future "trend."

Our Family Life

Although not until Friday night did the American Family come to the Conference in neon lights by way of Margaret Mead's engaging address to a capacity audience, the prior days contained ample evidence that Conference planners and speakers were fully cognizant of current concern about its stability and future. One sensed a closing in by many specialists to cooperate in strengthening its inherent unity and functional capacity—sectional meetings in casework, child care, public welfare, mental health, groupwork, home economics, home maker service, "joined up" with one another to focus on the family as their frame of reference.

Thus, in a sense, Dr. Mead's brilliant word picture of "what is happening to the American family" brought together strands that for five days had been running through many meetings and discussions. Speaking as an anthropologist, whose position as associate curator of ethnology of the American Museum of Natural History, New York, has taken her to the remote corners of the world, she saw the family not only as a changing, but as a historically permanent and "very, very tough" cellular institution of social living.

But during the war years, she felt one of the two basic forces long contending for the direction of family life emerged as the acknowledged, if temporary, victor. "The belief that marriage should be for love, and with little regard for soberer considerations of common background, temperamental compatability, or suitable and complementary skills and aspirations had existed for a long time." But even during the most of this century this has been observed more in theory than practice. Young people's circle of companions were largely limited to their own social group, parents' opinions were inevitably taken into account, and the "general form of the family continued to be dictated by the religiously sanctioned morals of an earlier period in our society."

However, with the war's movement of millions of young people from their

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home communities, the considerations of proximity of kin, religious beliefs, expectations of the permanence of marriage, and an economic setting conducive to family responsibility, are removed, so that we can no longer "preach marriage for love alone and expect these considerations to influence the continuation of marriage. What we need now," she said, "is a reevaluation of our ideals, as well as a sober evaluation of our practice."

Many of these same great underlying social forces affecting family and individual life, the pervasive "fear and unhappiness born of war, chaos, and the struggle for social change" were put at the forefront in the keystone address of the social casework section by Marguerite S. Meyer, case consultant to the Family Society of Boston. Citing the evidence on every hand "that out of troubled times came troubled people," Miss Meyer nevertheless pointed out, casework has a "continuing capacity to help people approximate themselves at a time when they are being forced back upon themselves."

Against this background of turmoil and change, the final meeting of this section looked frankly at the gap between the mounting problems of the American family, and the popular acceptance of social casework services as an effective help in solving them. In a panel discussion on interpretation of social casework, Frank J. Hertel, general director of the Family Service Association of America, pointed out the urgent need to make casework better known and better supported. In obvious agreement with Frances T. Levinson of the Jewish Family Service of New York, who the day before had decried the "public's willingness to use quack radio advice or counseling by anyone who hangs out a shingle," Mr. Hertel appealed to casework agencies to "move into the field of family life education, to the prevention of family troubles by reaching out to normal families with information useful to healthy family living."

Charlotte Johnson, national director of home service of the American Red Cross, suggested that perhaps casework had been too happy about its "aura of mystery," and under "the guise of confidentiality, heightened mystery and distance, removed itself a bit from the human race."

Happily for future prospects of bridging this gap between family needs and present service, Viola Paradise was able to present well documented evidence that casework need not be "the least understood skill." In Cleveland, where "one may say casework out loud," Miss Paradise pointed to the long history of mutual confidence between agencies and the press, and the resultant excellent coverage and selection of materials for news, features, personal advice columns. Also significant is the fact that the Cleveland family agency is one of ten in the country having a full time educational secretary on its staff.

In the long run, fundamental acceptance of casework must come, according to Miss Paradise—just as it has to the field of preventive medicine and public health—from the systematic distillation and dissemination of professional knowledge about human problems, experiences, and values. Nowhere else is such intimate knowledge available, but to give it meaning "will take time, money, search and research. When casework takes its first long stride in this direction . . . it will have stepped over the threshold into its own new era."

The need for "search and research" was underscored by Nevin Wiley, executive secretary of the Family Service Association of San Diego, and Dorothy Cason of Miami's Family Service, in their description of experiments in developing family counseling centers with a broad educational program. Speaking before a session of the Family Service Association of America, Mr. Wiley said that in developing San Diego's demonstration program of personal counseling, training of discussion leaders, and publication of materials, "we searched casework literature for appropriate material on family living and found very little." Most of the teaching material finally had to be drawn from the fields of mental hygiene, psychology and sociology, Mr. Wiley said.

As for marriage counseling itself, "the tremendous pressures placed on young married couples by the war years," said Katherine S. McElroy of New York City's Community Service Society, "challenge family agencies to develop caseworkers and supervisors who are sufficiently mature and skilled to understand and help with the complex problems of marriage. Accuracy in diagnosis . . . is essential, as often the individual presents his problem in a partial, confused manner."

And in a meeting of the casework session, Frances T. Levinson urged that casework agencies take initiative in presenting to the public "a responsible skillful counseling job with the educational and training qualifications we know to be essential [so that] people will start thinking of the service with the same attitude they have toward other professional services."

Thus, the Conference saw the unity and functional capacity of the American family put to the test by war-accelerated stresses and strains, and the new profession of social casework striving to enhance and establish its capacity to help families meet the test. But the way of life in each family is no stronger or weaker than that made possible by the members who compose it; indeed, the family itself is but a synthesis of their strengths and weakness. And so, the Conference concerned itself also with these component parts—the problems of the child, the aged person, the veteran, the handicapped, the teenager—with the individualization of factors inevitably affecting the broad composite of family living.

War Marriages

Margaret Mead

It is important to distinguish between the temporary plight of family life and the relatively permanent trend.

The war, with many more unconsidered marriages, absences on the heels of marriage, during pregnancy or the first months of a baby's life, with its introduction of in-laws into the family . . . with the extreme housing shortage condemning many American families to live as they have been taught no happy family can live —has produced a temporarily aggravated state.

But . . . it is also important to realize that it is establishing expectations in a whole generation of young Americans . . . that marriage will be difficult and perhaps unworkable, that family life is a shifting and unhappy thing.

CHILDREN

"Two and one half million babies are born in the United States each year," said Elizabeth W. Deuel, regional consultant of the U. S. Children's Bureau, in opening the meetings of the child care section. "In 1942 there were 42,000,000 children under eighteen years of age." Among them are four major groups, toward

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whom, because of disadvantaged family circumstances and other reasons, society has accepted special responsibility for care and service. There are the children:

1. Whose own homes have been disrupted by death, desertion, separation;
2. Whose homes are inadequate and from which children have run away or otherwise gotten into trouble with the police;
3. Who are suffering from physical, mental, or other special handicaps;
4. Who are caught by and suffer from such social pressures as are attendant upon illegitimate birth, minority prejudices, and the like.

Two broad types of programs are requisite to meet their needs, she pointed out—the first providing care and treatment for the children themselves, the second reaching back into the family and community to remove the causes occasioning their dependence.

Care in foster homes, which has long been a main reliance for children who are, or for their own good must be, separated from their own homes, is now affected by grave problems. Both Miss Deuel and John Dula, executive secretary of the De Pelchin Faith Home of Houston, while recognizing the serious shortage of homes, decried the notion that a "saturation point" in the finding of family homes was either here or just around the corner. (See "Foster Family Care in Crisis," by Ruth Elizabeth Beck, *Survey Midmonthly*, February 1947.) Mr. Dula indeed insisted that rather than being discouraged, child welfare people should "be inspired to become crusaders just as did years ago, the founders of the foster home programs." But, he stressed the importance of carefully distinguishing, in this emergency as always, between those children who could profit best from foster care and those for whom institutional life will be more suitable.

The perennial question of when a child should be separated from his own home and placed in a foster home was canvassed by Janice Bowen, executive director of the Children's Service Bureau, Portland, Me., at the last joint meeting of the casework and child care section. Pointing to the confusion arising between children's and family agencies, when placement is planned without due consideration to the parent's role, she stressed the principle that "the parent and no other must share responsibiliy with the agency representative."

Much the same point was made in a paper prepared by Alice T. Dashiell for the Child Welfare League of America on the administration of day care services. The social worker administering a day care program knows "that even a healthy normal child may not be helped, but is often needlessly hurt by group day care or foster family day care unless the parents are willing and are helped to devote a close relationship with the agency accepting the child for care."

On the other hand, foster parents also have their rights, implied Louise Greenberg, assistant supervisor for the Chicago Jewish Children's Bureau, in stressing the importance of bringing them into participation in developing agency policies and practices. Describing the experience of her agency with "foster parents clubs," she testified to their value not only in recruiting new foster homes, but in helping to develop satisfactory policies regarding board rates, clinic service, agency interpretation, intake interviews, and other matters of this kind.

In contrast to the limited facilities for foster home care, "now there are so many people wanting to *adopt* children that the waiting period has become twenty times as long as it was forty years ago," testified Emily Brown of the Washington Children's Home Society in Seattle, as did other speakers on this same subject. And while caseworkers, adoptive parents, and community are agreed in wanting the adoption procedure to progress as speedily as possible, comparisons with old records show that the waiting period now used for thorough preparation of both child and parents, serves the best interests of both.

Light was thrown on the complex and sometimes controversial question of fee charging in adoption cases, by Sybil Foster, director of the Adoption Service Bureau of Cleveland. In that agency charges amount to approximately half the cost of the child's care during the period he is with the agency, and payment has seemed to ease the humiliation and inadequacy which many adoptive parents may feel as a result of their position in asking for a child.

Finally, among the many problems confronting the child of the twentieth century should be noted his need for proof that he was born. "Despite the prevalent belief that the birth certificate has little importance, it has become an integral part of our everyday life," said Helen C. Huffman, vital statistics consultant to the U. S. Public Health Service. "Sometimes they are handicaps to proper living and other times they aid in a multitude of ways."

The issuance by some states of orange certificates denoting illegitimacy was condemned as particularly unsocial by Miss Huffman, who feels that

Facts and Figures

The 75th Anniversary meeting of the National Conference of Social Work will be held in Atlantic City the week of April 18, 1948. The preceding week has been chosen for the first postwar meeting of the International Conference of Social Work also to be held in Atlantic City.

Presiding over the 1948 National Conference will be Leonard W. Mayo, dean of the School of Applied Social Sciences, Western Reserve University.

Other officers elected for the coming year: Irene Farnham Conrad, Nashville, Tenn., first vice-president; Wayne McMillen, Chicago, second vice-president; Neva R. Deardorff, New York City, third vice-president.

Executive Committee members: Frederick H. Allen, M.D., Philadelphia; Mary E. Austin, Washington, D. C.; Marion Hathway, Pittsburgh; Faith Jefferson Jones, Hampton, Va.; Russell H. Kurtz, New York City; Malcolm S. Nichols, Boston; Margaret D. Yates, Dallas, Tex.

Chairmen of the Conference sections: *social casework*, Florence Hollis, New York City; *child care*, Mildred Arnold, Washington, D. C.; *delinquency*, A. G. Fraser, Philadelphia; *the aged*, Lucia J. Bing, Cleveland, Ohio; *social group work*, Dorothea Sullivan, Washington, D. C.; *community organization and planning*, Ralph H. Blanchard, New York City; *public welfare*, Paul V. Benner, Topeka, Kans.; *health*, Eleanor Cockerill, Pittsburgh, Pa.; *mental health*, Louis de Boer, Chicago; *industrial and economic problems*, Rose J. McHugh, Washington, D. C.; *methods of social action*, Emery A. Brownell, Rochester, N. Y.; *administration*, Frederick I. Daniels, Brooklyn, N. Y.

Nominations for 1949 were:

***President:* Ralph H. Blanchard, executive director, Community Chests and Councils, Inc., New York City.**

***Vice-presidents:* Martha M. Eliot, M.D., Washington, D.C.; Loula Dunn, Montgomery, Ala.; Benjamin E. Youngdahl, St. Louis, Mo.**

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"birth certificates should be considered confidential personal documents, with every effort made to prevent the disclosure of illegitimate birth."

THE AGED

That changes in the structure of family life, no less than advances in medical science, account for the seemingly sudden emergence of many problems for aged people, was made clear by Rose McHugh, chief of the special standards section of the Social Security Administration, in her broad review opening the meetings of the section on the aged. With the decrease in size of the family unit, the transfer of many of its earlier functions to institutions outside the home, grandfather and grandmother are no longer needed for the many tasks which they formerly so usefully performed, and marriage is apt now to represent a break with parents and near relatives, and a loss of continuity in living and relationships.

These changes in the structure of the family accompanied by the increase in the relative proportion of aged people, mean that this group, no less than children, present problems and needs for which the community must take active responsibility. The program of this section itself was indicative of the rapid shift from a relief and health centered community program emphasis to one embracing a whole gamut of special service for aged people, with its succession of group discussions dealing with occupational therapy—for the mentally and chronically ill, counseling, private institutional care, recreation, and homemaker service.

The needs of the aged, said Miss McHugh, must be seen in relation to the fundamental human rights of all people to freedom from want and insecurity. It thus becomes a responsibility of government to act on such measures as extension of Old Age and Survivors Insurance, abandoning of antique public welfare laws requiring support by relatives, strengthening of public assistance standards, and provision for clarification of public responsibility for housing.

In the perfecting of such plans, state public welfare departments must play an important role, felt Raymond M. Hilliard, director of the Illinois Public Aid Commission. Noting that for more than a year, people on the Illinois old age assistance rolls have been increasing at the rate of 500 a month, he marked out two planning functions appropriate to a state department in addition to its primary and legal obligation to give financial aid and service to the needy aged: (1) to provide leadership and stimulation to the various fields of special service that need to be coordinated in an over-all program for the aged, and (2) to help blaze trails in attacking and preventing the causes of dependency at their source so that financial need among aged people eventually may be controlled and reduced.

Particularly difficult are the problems involved in planning for the care of the chronically ill who, in Illinois, include 12 percent of those sixty-five years of age and over. Illinois is licensing private nursing homes, converting county homes into modernized institutions, planning to erect new facilities, and encouraging the use of private homes by paying the cost to old age pension recipients.

At the local level, pioneering efforts to provide recreation service to the recipients of old age assistance were described by Charlotte Authier, director of public assistance, of the New York City Department of Public Welfare, while from across the continent, Clare de Gruchy described the present program of the San Francisco Old Age Counseling Center which began under the leadership of Dr. Lillien J. Martin, over twenty-five years ago. Visits and consultations aid the client in analyzing his economic situation, his daily program and, most important of all, in determining his personal goals. The therapeutic values of music, story-telling, stylized calisthenics, "work and play" handicrafts, and other phases of occupational therapy, in rehabilitating aged people who are mentally and chronically ill were described by William R. Harriman, director of the Rancho Los Amigos, at Hondo, Calif. During the war, over 700 of its patients were placed in productive employment.

How local plans to provide more and varied types of service to the aged have ramified in Detroit, since beginnings were made in 1939, was described by Mary Guiney, assistant supervisor of the Wayne County Bureau of Social Aid. Initially, groups of volunteer friendly visitors were recruited, and given in-service training, equipping them to interpret, under supervision, the department's assistance program. With the assistance of the city Park and Recreation Deparment, the program has grown to include seven groups which organize musicals, picnics, canning bees, and short time service projects. The Recreation Commission now includes activities for oldsters in its regular program; the family division and the health division of the Council of Social Agencies have special committees on the aged, and the chronically ill; and other agencies such as the YWCA are considering inclusion of activities for "our senior citizens" in their programs.

THE VETERAN

Perhaps it is because such a high proportion of our American families now include members who were veterans of World War II as well as the unestimated number of veteran members of World War I, that the Conference program this year, in contrast to last, made much less of the distinction between the problems of the veteran and civilian. Or perhaps it is, as Jack H. Stipe, social service chief of the Veterans Administration implied, that we are in danger of falling into the traditional pattern of immediate postwar lip service to "our solemn obligations" followed by an "era of disillusionment."

Whatever may be the reason, Mr. Stipes' own paper, presented to the Conference-sponsored special session on the veteran, contained impressive testimony to the special veterans service now available from federal, state, and local sources. His own division, with only ninety social workers in May 1945, now has over 900 in its employ. All forty-eight states now have a special department of veterans affairs or a state veterans commission.

In local communities, "the most significant service has been the veterans service center," established now in approximately 3,000 communities. A recent questionnaire indicated that "68 percent were favorably inclined to extend their services into the future, 20 percent were undecided, 8 percent planned to discontinue service, and 4 percent had made no decision.

Pointing out that services to hospitalized veterans of World War I did not reach their peak until fifteen years after the war's end, James T. Nicholson, executive vice-chairman of the American National Red Cross, predicted that the peak load of veterans of World War II, of whom there are now 175,000 in hospitals, would not be reached until 1976. Last year, the Red Cross aided over 1,100,000 veterans with family and personal problems and

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this year approximately 70 percent of its total funds will be used for this purpose. Both he and Mrs. Stuart Chevalier, of Pasadena, stressed the importance of recent changes in the national organization, giving local chapters a larger voice in the determination of policy.

THE ROLE OF CASEWORK SKILLS

As always, there were many meetings devoted primarily to the developing content of professional knowledge and skill used by trained social caseworkers in their efforts to help families and individuals solve the many problems and difficulties which today confront them.

Here one saw the steadily increasing influence of psychiatry, not only upon thinking and practice, but also in the struggle of the two professions—casework and psychiatry—to clarify their respective roles in diagnosis and treatment and to work out practical means of cooperating with each other. Here, also, one felt the yearning on the part of caseworkers in all specialized fields of practice to find common ground, not only in broad philosophy and method, but also in practice in the separate agency approaches to the problems of particular families, children, aged persons, veterans, adolescents, delinquents, sick people, incompatible young married couples, relief clients, and others in their day by day caseloads.

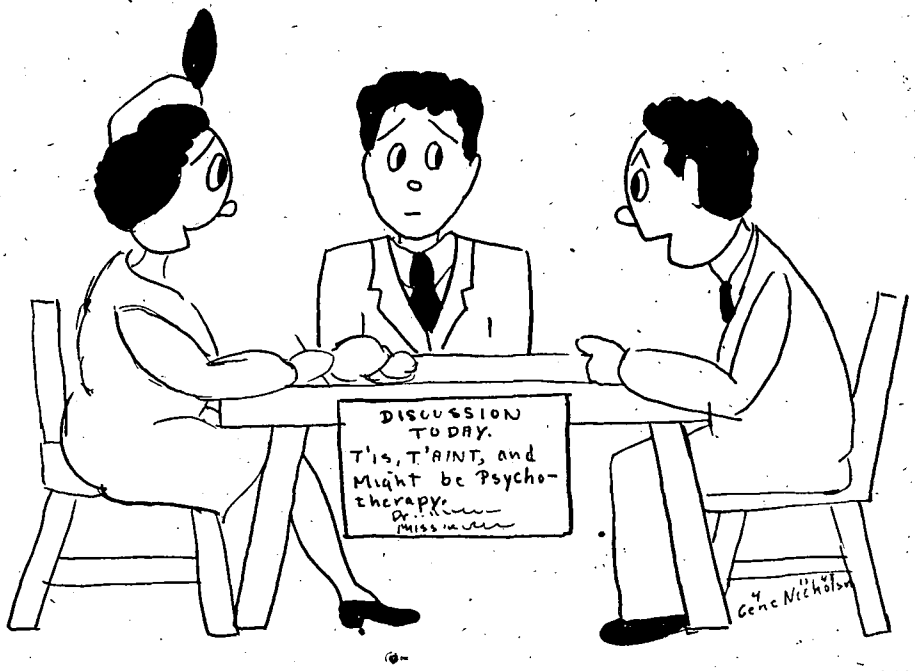
Two papers, given on the second day, brought firsthand to West Coast members of a large audience in the casework section, the thinking of two eastern training schools about the generic foundation of casework philosophy, knowledge, and practice. While the focus of emphasis in the addresses by Kenneth L. M. Pray, director of the Pennsylvania School of Social Work, and Esther H. Clemence of the Smith College School for Social Work were often in contrast, the underlying purpose of each was to articulate a point of departure for all casework practice, regardless of the particularities of agency settings and policies.

A brief running report such as this can make no pretense of portraying clearly either the contrasts or similarities of these two thoughtful addresses, obviously prepared without prior collaboration. But for Mr. Pray, it seemed, the most important factor in the generic base of social casework lies in the process by which the worker helps the client meet the specific problem for which he asks assistance. Quality in this process is an end in itself and the caseworker does not assume responsibility for its outcome in the life of the client, feeling that this can only be determined by the client's own "will and capacity for growth." The caseworker's responsibility is limited to discharging well those functions and services "clearly defined as within the province of the agency for which she works." For Miss Clemence, on the other hand, it seemed that the important generic factor in casework lies in its increasing knowledge about people—those whose development has been normal, those disturbed at any stage by needs they are unable to meet, those with neurotic and psychotic symptoms. In terms of this knowledge the caseworker does assume responsibility for attempting to bring about changes in basic attitudes and feelings towards his relationships and experiences. The increasing trend to incorporate psychoanalytic and psychiatric concepts in basic education for casework, thus follows logically and naturally. Both Mr. Pray and Miss Clemence agreed, however, that casework attempts to release the capacities for development inherent in the people whom they serve.

Many of the practical questions that social workers and psychiatrists face in their day by day working relationships were ably canvassed by a panel in the mental health section, under the chairmanship of Dr. S. A. Szurek, director of the Children's Department of the Langley Porter Clinic of San Francisco, with participants from other San Francisco and Oakland agencies. In a tone reflecting good humor born of mutual confidence and respect, these discussants agreed that casework can contribute to psychiatry no less than psychiatry to casework. As Dr. Paul Holmer, psychiatric consultant of the San Francisco Family and Children's Agency, put it: "The caseworker gives meaning to the social setting of the client—the impact of his family, community pressures, the availability of resources. Psychiatrists who have not worked with social workers have missed this aspect of treatment possibilities." While Dr. Szurek pointed out that "the caseworker deals with 'reality'—but not to treat the emotional problems."

To the question: "On what basis do you select cases for psychiatric consultation?" came the pragmatic answer: "When the worker's anxiety is blocking her in handling the case." The psychiatrist at least should be able to help clarify the emotional problems involved, and help the worker in deciding what she is competent to do in relation to them. But in order to do this, it was pointed out, the psychiatrist must know the field of social work and the capacities of the caseworker to whom he is giving consultation. Most psychiatrists with only hospital experience are "not very helpful."

The mutual relationships between psychiatric social work and psychiatry in the more restricted settings of a state mental hospital and a local general hospital were discussed respectively in



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two separate meetings of the mental health section by Hester B. Crutcher, director of psychiatric social work of the New York State Department of Mental Hygiene, and Regina L. Cohn of the Langley Porter Clinic of San Francisco.

"When a patient comes to a mental hospital," said Miss Crutcher, "the family may have been caring for him until they were exhausted and may still have doubts whether they should have asked for hospital care. Both the family and patient need help . . . " which is "where the social worker comes in."

A problem in which both social work and psychiatry have a common interest—alcoholism—was discussed at another meeting of the mental health section, by Dr. George S. Johnson, of Stanford University Hospital. Pointing out that alcoholic psychosis accounted for "45 percent of all admissions to state mental hospitals" and that "an additional 6.9 percent were patients suffering from alcoholism without psychosis," he stressed the need for a multiple approach taking into consideration the social, psychological and medical aspects, together with pertinent legal, educational, and religious factors.

Experiments in psychosomatic medicine, another field which will be increasingly important to social work, were reported by Dr. Jurgen Ruesch of the Langley Porter Clinic and Dr. Percy Jennings, a Berkeley (Calif.) pediatrician. Dr. Jennings testified that in children it is easier to see the focal points where emotional influences, usually from the mother, impinge on organic reactions. Dr. Ruesch discussed work being done on the relation of cultural factors to illness. Among lower income groups, diseases are mainly due to low standard of living, while middle income groups tend toward chronic diseases, with variants among racial groups, regardless of income level.

Whatever may be the current influence of psychiatry on casework practice, neither Dr. Robert H. Felix, chief of the new Mental Hygiene Division of the U. S. Public Health Service, nor Daniel O'Keefe, consultant in psychiatric social work, left any doubt but that a new era of vastly expanded psychiatric service is just around the corner.

The present goal, under the Mental Health Act, according to Dr. Felix, is one out-patient mental health clinic for each 100,000 of the population, and this "may eventually prove quite conservative in terms of the need." For the current fiscal year 6,000 stipends have already been granted for the training of clinical psychologists, psychiatric social workers, psychiatric nurses, and psychiatrists. According to Mr. O'Keefe, plans under way for the extension of training psychiatric social work personnel, include development of more field work placements for schools offering training, and grants for additional faculty salaries. Some schools, he pointed out, are eager to organize a third year of graduate training for instructors, administrators, advanced clinical and research personnel. Tentative plans would limit enrollments to individuals with a master's degree and evidence of three to five years of outstanding competence in professional practice.

That the role of the new mental hygiene program will not be a passive one may be seen from Dr. Felix' belief "that if we are ever to reduce the volume of mental illness we must go out and find the people who need help, bring them in contact with clinic facilities and treat them as promptly as possible," . . . Broad casefinding and preventive programs, "comparable to those which have proved so successful in TB and other public health programs," are definitely on Dr. Felix' agenda.

Our Unsocial Behavior

In the atmosphere of the conference section on delinquency, under the chairmanship of Ray L. Huff, director of public welfare, Washington, D. C., the group meetings of the National Association of Training Schools (correctional), and in reports trickling through from pre-conference sessions of the National Probation Association—one sensed a new tone. Delinquency and crime were considered less as isolated specifics, more as symptoms of the generic problem of antisocial behavior. Materials were couched in a mood of scientific objectivity with little of the emotional hysteria characteristic of discussions of these problems in prior times and places. Speakers were willing to distinguish frankly between what we know and do not know, but seemed equally determined to press experimentally into these latter areas.

"The present state of knowledge of human behavior is extremely meager" admitted Richard A. McGee, director of California's Department of Corrections, at a National Probation Association meeting. "No plan for correctional organizations should ever be regarded as complete without provision for a continuing program of scientific research." It was as though leaders of this group were already taking the advice given by Dr. Robert Felix the second morning of the Conference, when he recommended using the strategy followed by public health leaders—"research and experimentation into all phases of the problem to determine cause, methods of prevention, and treatment."

A reminder that when treatment of those committed to our correctional institutions reduces the probability of recurrence, it becomes a very important factor in prevention, was ably brought home by Kenyon J. Scudder, superintendent of the California Institution for Men at Chino. "Seldom does society realize," he said, "that . . . 98 percent of those we send to prison will someday return to their own communities . . . and the care, training, and treatment they receive in prison will determine to a large degree their success or failure."

The cornerstone for California's treatment plans, he explained, is the guidance center at San Quentin Prison to which are sent all men committed to prison for the first time. Here they are kept for two months, in an atmosphere of "industry, energy, and self-betterment." Headed by a psychiatrist, a trained staff of psychologists, social workers, and interviewers study each case, gather facts from the offender's home community. A program in which the man participates takes shape and at the end of the period recommendations are made as to where he will serve his sentence.

Treatment within each institution after transfer is planned and supervised by the state director of classification and treatment, also responsible for the guidance center. Here the classification committee plays an important role—encouraging the man to enter into planning for his work, his parole, visits from his family. "In preparation for final release, provision for gradual release from custodial restraint and a corresponding increase of freedom of choice takes extra effort and time, but it pays big dividends," said Mr.

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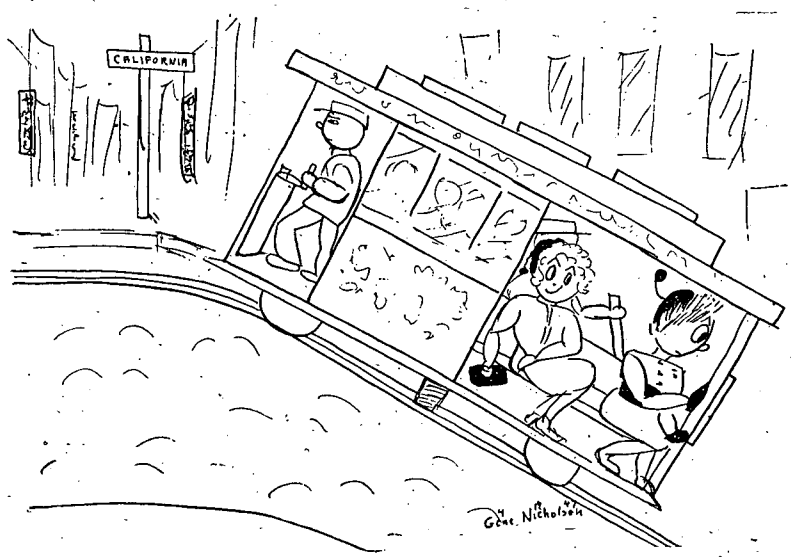

GENERIC GEMS

Introducing Gene Nicholson, San Francisco social worker-artist, who has drawn cartoons for years "to amuse myself and my friends." Happily, Survey Midmonthly editors were able to persuade her to let its readers in on her subtly humorous "comments" on the profession. All drawings for this Conference issue were made by Miss Nicholson for Survey Midmonthly

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Scudder, concluding his description.

In a different setting, the success of the U. S. Navy in providing rehabilitation treatment to men sentenced for breaches of naval discipline was described by Richard A. Chappell, chief of the U. S. Probation Service, and during the war commissioned as deputy to the Corrective Service Division of the Bureau of Naval Personnel. A carefully selected staff employed the techniques of case study, individual counseling and group therapy, education, vocational training, employment, and planned recreation, while selection for restoration to duty or clemency was made by an institutional board. As a result, about 75 percent of the navy's general court martial offenders and 50 percent of the army's (which had a similar program) were restored to active duty.

But able correctional administrators, pressed as they are to do their utmost for men and women whose behavior patterns bring them into serious conflict with society, are inevitably forced to ask: Why? Where do they come from? How can we prevent their coming to us? So it was to the complex issues of identification, diagnosis, treatment, and community planning in the earlier phases of delinquent behavior that much of this Conference program was directed.

Family Focused Planning

At the opening session of the section on delinquency, Bradley Buell, executive editor of *Survey Midmonthly*, presented evidence from the recent study of the causes of delinquency and neglect made under the auspices of the Connecticut Public Welfare Council, to show that planning for prevention needs to begin with the disorganized family. (See "Beneath the Surface of Juvenile Delinquency and Child Neglect," *Survey Midmonthly*, February 1947.) An analysis of problems in sample families of the state's 1945 delinquency and neglect cases showed that in only 15 percent were there "no important factors of disturbance." In all others, in varying percentages, were evidences of "clusters" of other symptoms including crime, mental disease and deficiency, divorce, illegitimacy, truancy, alcoholism, extramarital relations, quarreling, abuse, and the like. As a result of this disruption in their family life, 32 percent of the children were found "to have been deprived of normal parental and family affection, 28 percent of reasonable family security, 18 percent of the physical necessities of food, clothing, shelter, medical care, 15 percent of "normal opportunities for social association," while 12 percent had been "overindulged and overprotected" by their parents.

Emphasizing that the uniqueness of the study was in its purpose to "produce facts about the causes of delinquency and neglect relevant to the problem of *how better to organize our services to prevent them*," Mr. Buell pointed out four major implications from these and other materials of the Connecticut study:

1. The foundation program for the prevention of antisocial behavior must focus on the identification, diagnosis, treatment, and prevention of family disorganization.
2. As a basis for sound planning, facts are needed about both the spread and intensity of family breakdown in our communities.
3. It is necessary to find some way to put "a multiplicity of segmented specialties together, so that each will work in harmony with a basic diagnosis and a basic plan for treatment."
4. The time has come "to experiment with a program for the prevention of antisocial behavior to which all our specialized services would be systematically related."

"We will not know with certainty whether it is possible to accomplish the purpose [of prevention] until some such inclusive experiment is designed and carried through," concluded Mr. Buell.

In one important phase of preventive planning, a pioneering effort by the New York State Youth Commission in discovering and identifying potential behavior difficulties was cited by Emmett R. Gauhn. "Working in and with the school authorities of ten communities some five thousand children have been tested with a so-called 'multiple-criteria technique'" and a staff is "following up the test to determine what can and should be done to lessen the pressures which almost certainly will cause later difficulties and antisocial behavior."

Indeed, the vital role of the school in the identification and early handling of juvenile and family trouble was the theme of several speakers. "The crux of the matter," said Elise H. Martens, chief of the division of exceptional children and youth of the U. S. Office of Education, is "how can the functions of the schools and other community agencies be coordinated for the identification of early behavior problems, the removal of their causes, and the prevention of subsequent delinquency?" Citing experimental demonstrations in St. Paul, Minn., and Passaic, N. J., she concluded that a qualified liaison person is needed to expedite referrals and services, but agreed with Esther Heath, executive director of the Pasadena Child Guidance Clinic, that such a person can function successfully only against a background of desire to cooperate. Miss Heath told a meeting of the National Association of School Social Workers that "understanding and acceptance of difference in function between social workers and teachers is essential."

That not only the role of the school but also that of the juvenile court is beginning to be seen in a new light, was apparent from a paper presented in the child care section by Alice Scott Nutt, director of special services of the U. S. Children's Bureau. Because, historically, juvenile courts long preceded welfare agencies (the first juvenile court in this country was established in 1899) they tended to set up under their own jurisdiction "casework services, detention care, and clinical services when other community resources were either lacking or inadequate."

Now, however, with widespread coverage by public welfare services, it is becoming possible to define the functions of each in "terms appropriate to their legal base and organizational structure"—the court being primarily a "court with legal authority and power" and the public welfare agency "a social agency with broad powers to administer child welfare activities. It is not inconceivable," said Miss Nutt, "that at some future time the courts will have caseworkers who handle intake and social investigation prior to disposition, and then turn cases over to public welfare or other agencies for treatment. Such a policy, however, is not now generally accepted."

Leadership in raising standards of probation and juvenile court work was only one part of the impressive story of the program of the California Youth Authority, told by Herman G. Stark, chief of its division of field services. Caseloads in the state Parole Department have been cut from 200 to 80 per parole officer, many of whom are college trained social workers. "Already," he said, "this program is paying dividends in the decrease in the number of youths who need to be returned to state schools for further correction."

This program itself, like that of the

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New York commission is a comprehensive effort to give leadership in overall planning for prevention, and its experience is already establishing principles from which patterns eventually may emerge. Some of California's more than 400 war-created "youth canteens," have been salvaged; eleven juvenile forestry camps have been established where city boys "have opportunity to learn regular work habits . . . while the probation officer straightens out affairs within the home"; grass roots contacts have been made with over 300 community neighborhood youth councils throughout the state; communitywide recreation progress encouraged and developed.

While crime and delinquency occupied the behavior spotlight in the delinquency section, at least two associated groups were concerning themselves with problems, dissimilar in their manifestation, but with many obvious similarities in the issues of planning for better identification, diagnosis, treatment, and prevention. "Two percent of our population are feebleminded," said Katharine G. Ecob at a meeting of the American Association on Mental Deficiency. "Ninety percent of them are in our communities, and only 10 percent in institutions, yet we blunder and fumble our resources for lack of coordination in planning." Tests, special classes, institutions, casework services by public and private agencies have been organized as a result of different pressures at different times, but there is still no systematic plan to identify individuals, keep track of them, and provide the continuous service which they need. The key point to "pick up" for continuing service, felt Miss Ecob, is when the person leaves school. "Now, he is lost sight of unless he breaks the law." A recent study of 600 children leaving special classes in one community showed that almost none had been followed up and given help in getting the right job.

Illegitimacy

The value of taking an objective look at our culture patterns as we adapt casework skills to the treatment of individual cases of illegitimacy was brought out in a paper presented by Dr. Norman Reider of San Francisco's Mt. Zion Hospital. Speaking at a session of the Committee on Unmarried Parenthood on the subject "the unmarried father," Dr. Reider pointed out that in Sweden, which has a "tolerant and nonpunitive tradition," it is rare for the man involved to deny paternity. In this country, "a man is likely to have less conscience if he impregnates a girl of a class which he considers beneath him," although this rule has many exceptions.

Women in this country may be totally indifferent to the man, or "openly or subtly vindictive," or show any of the varying attitudes between these extremes, but in any case, her attitude "is part of the answer to the question: Why does the unmarried father escape with such relative ease?" However, in Dr. Reider's opinion, a more fundamental reason is the masculine feeling "that one's instinctive needs are dangerous, which has become institutionalized as part of our culture."

"Unmarried mothers," pointed out Lois S. Parsons, chairman of the National Advisory Committee on Unmarried Parents, "often have felt rejected and unwanted by their parents . . . deprived of parental love and security. . . . Because they have not had wholesome parental relationships, they are often misfits with their companions." While many maternity homes "have recognized the need for professional casework services," a recent questionnaire shows increasing recognition of the needs of girls for constructive groupwork experience."

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Our Economic Security

Underpinning factors in our economy that need bolstering or reconstruction, insurance against insecurity, as well as trends and problems in our now far-flung public welfare system were at San Francisco, as always, a major preoccupation of the Conference. But this year, in contrast to last, saw little of "forecasts" or evidence of any special "urgencies" or "emergencies." Public welfare itself now embraces so many functions, provides the basic service requisite to so many problems that its interests and its leaders were to be found in almost every section and group program. The topics on the public welfare section itself, this year under the chairmanship of Grace Browning, division of social service, Indiana University, reflected primarily the indivisible hard core of administrative practice and technology.

The nearest approach to economic forecast was to be found in Leon Henderson's evening address on "The Economic Dilemma—1947," and here the prophecy was by implication rather than by direct statement. But when he cited evidence that the worth of goods already accumulated is $30,000,000,000 more than current purchasing power can buy, one felt that he expected members of his audience to draw their own conclusions.

Labor leaders, however, were much less reluctant to put it on the line that all was not well with our economy. Paul Schnur, outstanding CIO leader from San Francisco, referred to 80,000 presently unemployed in the Bay area.

Anticipating a coming price crash, Donald Montgomery, the consumers counsel for CIO's United Automobile Workers, flatly rejected industry's claim that higher wages mean higher prices, and charged that high profits, not high wages, were the source of economic trouble today. During the year 1946, he said, wages and salaries increased only 23 percent while corporation profits increased 149 percent. Hitting out at the power of monopolies, Mr. Schnur, Richard Lynden of the International Longshoremen and Warehousemen's Union, and others, charged that their appetite [for profit] is "insatiable."

Evidence of dubious values accruing to communities from large scale agricultural and industrial operations when seen in contrast with communities where farms or businesses are small and personally owned, was ably documented by two West Coast professors—Paul Taylor of the University of California and Theodore Kreps, of Stanford University's graduate school of business. Higher infant mortality rates in "large scale" towns, poorer schools and sanitation, fewer parks, churches, and other unfavorable ratings on many other items were found in systematic studies of selected comparable communities.

Time given to the nation's high priority housing problem by the section on economic problems, was spent in a spirit of almost complete pessimism. Speaking to a small, seemingly dispirited audience, Jesse Epstein, director for Region Twelve, National Housing Authority, said that the situation was worse than it had ever been before in the history of the nation. Langdon Post, regional director for

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the Housing Authority in San Francisco, reported that of the 154,000 permits to build houses issued by FHA from December 1946 to March 1947, only slightly over 4,000 were to rent for $50 or under. "Fifty percent of those now seeking decent housing," according to Mr. Post, "will not be able to pay for what they can obtain."

The employment aspects of security were stressed most strongly in sessions devoted to the problems of minority groups. Speaking at a session of the section on industrial and economic problems, Julius Thomas, director of industrial relations for the National Urban League, said that in 1940, 77 percent of the 2,900,000 gainfully employed male Negroes in the United States were employed on unskilled jobs, and that 70 percent of the 1,500,000 Negro women were employed in domestic or personal service positions. Both Mr. Thomas and Caroline K. Simon, commissioner of the New York State Commission against Discrimination, emphasized the need for legislation to provide continuing safeguards against economic discrimination. During 1946, reported Mrs. Simon, the commission processed some 700 complaints. The largest number came from Negroes, about 16 percent from Jews, and just a handful from Italians. In addition to these, the commission, as permitted by law, made 200 investigations on its own initiative.

In behalf of another economic minority, our migrant population, Jane Hoey, director of Public Assistance, Social Security Administration, raised her voice at the final session of the public welfare section. Since it is true that our economy demands migration of a large number of people to meet seasonal demands of agriculture and industry, for the sake of these people as well as for the nation's economy these movements must be directed, Miss Hoey said. Pointing to wartime experience as proof that it could be done, Miss Hoey outlined a program, based on materials from a federal study, calling for coordinated recruitment, safe transportation, decent living quarters, medical services, and protection through enforcement of child labor laws, and inclusion in social security coverage as well as eligibility for welfare services.

A broad plea, with a familiar ring, further to extend "social insurance coverage to all employed workers" also came from Oscar M. Powell, regional director for the Social Security Administration in San Francisco, arguing that extension of the Social Security Act would not only result in added general purchasing power, but also in financial relief to the general taxpayers of all states because of the resulting drop in relief needs.

Public Welfare

Although doubts were cast in off-the-record comment, on the practical possibility that Congress would pass at this session the bill to establish a federal Department of Health, Education, and Security, two speakers from the Federal Security Agency—George Bigge, director of the Office of Federal-State Relations, and Mildred Arnold of the Children's Bureau, felt that its ultimate enactment would greatly strengthen the whole federal program. Since the Children's Bureau shift to the Federal Security Agency under President Truman's Reorganization Plan No. 2, Miss Arnold testified, its resources have been greatly increased. While there have been some offsetting disadvantages, increased appropriations have made it possible for the bureau to set up specific projects to meet the particular needs of a state, such as subsidized boarding homes for detention and shelter care, homemaker service, special services for unmarried mothers, for nonresident children, and children needing care pending adoption.

The spread and reach of modern local public welfare services was convincingly described by Lillie H. Nairne, director of the New Orleans department of public welfare, at the opening session of the public welfare section. Today, more than 3,000 public welfare departments in all sections of the United States serve more than three and a half million people and spend more than $112,000,000 monthly. This is a far cry from the early emergency relief days, one felt, as Miss Nairne showed how public assistance agencies had moved forward toward assuming "responsibility for meeting basic long time needs for all people," and exercising community leadership in developing good personnel practices and standards of performance.

Companion speaker with Miss Nairne was Wayne Vasey, director of the Contra Costa County social service department of Martinez, Calif., who gave a vivid picture of the growing pains of a public assistance program in a county whose population trebled during the war and now finds the demand for service overwhelming. Under such circumstances, Mr. Vasey philosophized, an administrator learns to "recognize limitations of time, money, and personnel as difficulties and obstacles, not as eternal verities" and "to distinguish between inconvenience and catastrophe."

Concrete illustration of success in pushing toward public welfare assumption of responsibility for its clients' mental and emotional well-being, came from Emily Huntington, professor of economics at the University of California. The so-called "Heller budget," used experimentally in California, provides for such items as clothing, household replacements, recreation, in amounts that enable clients to maintain status in their own social groups. This budget already is in fairly widespread use by county public welfare units and has been looked upon with favor by the state legislature.

That increasing maturity in public welfare is opening up opportunity for a wider range of services to meet the varied needs of people, also was stressed by Helen Harris Perlman, assistant professor in the school of social service administration at the University of Chicago. Casework services in public welfare are based on the same philosophy of belief in the untapped strengths in human beings with which caseworkers operate in other settings. The difference lies in an emphasis on content. For example, understanding of the emotional significance of a budget to a client—whether he looks upon it as a strait jacket or as an ordered way of life—is a casework clue of major importance in

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working out a sound assistance plan.

In the relatively large observations of many public welfare departments good administrative practices are of first importance. The need for integration of casework supervision with the total program of the agency, for example, was stressed by Esther Lazarus, assistant director of the department of public welfare of Baltimore, Md. Defining supervision as "the process through which the caseworker is enabled to carry the program of the agency," Miss Lazarus said that although the supervisor is specifically responsible for adding to the knowledge and skill of the individual caseworker, the supervisory process "is something that must permeate the entire agency from the administrator down."

Several papers also were concerned with the development of standards at both state and local levels applicable to practice. Paul V. Benner, director of the division of public assistance in the Kansas State Department of Social Welfare, said that decision on state standards to be used in determining the applicants' need involves a wide field of judgment. The local agency must rely on its staff to give equitable treatment, he said, but provision must be made, in all fairness to the visitor, for guides which limit his discretion.

In discussing the wisdom of putting ceilings on individual grants, he implied that a no-ceiling policy is probably more realistic in carrying out any program truly designed to meet people's needs.

The fact that "fair hearings" for clients who believe they have been unfairly treated, are given little or no attention in many places was emphasized by Rose McHugh, in her opening address to the section on the aged, and also touched upon by Riley E. Mapes, regional representative for the Social Security Administration, Denver, in his discussion of supervision of state welfare services. In this connection, as well as others, Mr. Mapes stressed that the test of program objectives is what happens at the local level, and it is at this point that the state supervisor must focus his attention.

Better standards are needed in connection with the supervision and licensing of institutions and boarding homes for children, said Virginia Fenske, child welfare consultant for Washington's Department of Social Security. In giving approval to the trend toward placing administrative responsibility for licensing laws in the department of public welfare, she said that "it is desirable that responsibility for basic public children's services be carried by the public agency." Current practice needs reevalulation, according to Mrs. Fenske, and in some places licensing laws are still poorly designed. A good licensing law, she said, must be flexible enough for good administration but definite in provision so the extent of jurisdiction is clearly understood; it must provide for all children; and it must provide for a designated state administrative agency to set standards, and carry a penalty clause of violation, with provision for initiation of legal action.

Security for Social Workers

In the midst of their preoccupation with "social security for everybody" it should perhaps be mentioned that social workers evinced no little interest in security for themselves. In one session of the Joint Committee of Trade Unions in Social Work, devoted to the subject of adequate salaries, Lynn Mowat, secretary and general manager of the Los Angeles Community Welfare Federation, examined the belief that adequate salaries made for a more efficient use of community chest money.

He urged that this "businessman's point of view" be employed in convincing agency boards of the need for higher standards. People need to be given facts about the services professional employes are rendering, and the salaries they receive for performing those services. The true facts are concealed, he said, when an agency builds up the public pictures of itself in terms of the work done by its volunteers—soft-pedaling the services of its salaried people.

On the same program, Helen Mangold, president of Local 19 of the Social Service Employees Union, pointed out that legislation ensuring collective bargaining rights, social security, and fair wages and hours, does not apply to social workers. The "reasonable job security" which social workers have enjoyed in the past, is gone now, Mrs. Mangold said, for even now there are widespread retrenchment and reorganization plans being made in many social agencies.

That social workers have taken advantage of their eligibility for one protective measure—the National Retirement Plan—was shown by the report of Homer Wickenden, secretary of the National Health and Welfare Retirement Association. More than 12,000 workers in 1,500 agencies had joined the plan in the year and a half since it went into operation. Until October 1, 1947, the plan provides past service benefits for workers with credited service in any one of the enrolled organizations since age 35; after that date, past service benefits will relate to work with the immediate employer only.

Our Group Life

The cynical observer of the foibles of human nature, convinced that people will never be able to live together peaceably and constructively, would have been given pause by the modest but hopeful evidence issuing from the meetings of the social groupwork section and the meetings of the AAGW that a good deal of learning about how to get along is emerging from a number of spots.

In contrast to the meetings at Buffalo, when agendas were packed with papers and discussions by practitioners struggling to define just what groupwork is, how people should be trained for it, and where it could best make its contribution, this year's meetings, bespoke more general self-confidence and a clearer sense of direction.

In her paper on current frontiers in groupwork objectives and practice, given before the groupwork section, Clara A. Kaiser, professor of social work, New York School of Social Work, noted specific trends which hailed groupwork's "emergence from a nebulous concept of function and role." Agencies employing groupworkers are now able to state definite qualifications required for the jobs; salaries, hours of work are being more clearly defined; there is more recognition of the importance of adequate supervision; and the respective roles and functions of groupworkers and volunteer workers are beginning to be defined.

In current practice, trends in two directions are developing, Miss Kaiser pointed out. On the one hand, the impact of psychiatric concepts from the groupwork method is directing attention to the therapeutic value for the individual in group life. On the other

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hand, developing skills are being used for better implementation of group activities in relation to civic, social, and other purposes.

Consequently, opportunities for the application of groupwork methods are opening up in many new fields, such as institutions for physically, socially, and mentally handicapped; with the aged and adolescent; in combatting racial and cultural prejudices; in social administration, community organization, and social action.

New Frontiers

Concrete examples of the "push" into new frontiers were given in several later sessions. Helen D. Green, executive secretary of the American Service Institute of Pittsburgh, described projects in which groupwork techniques had been employed successfully to foster interracial and inter-cultural understanding, with the result that the public schools have introduced material on immigrant culture into their curriculum, and community agencies have begun to move steadily toward new policies allowing for broader representation and participation of Pittsburgh's population groups.

Miss Green also reported findings from a study made in a Pittsburgh community center by the Research Center for Group Dynamics of Massachusetts Institue of Technology which had yielded some techniques for improving attitudes in interracial relations. In this study, attitudes were tested and changes of attitudes recorded by the use of sociometric and projective picture tests during an experimental program period in which the center's interracial program was carried on by skilled groupworkers cooperating with teachers.

A close-up of groupwork method in action in connection with a block association, project of the Union Settlement Association of New York, was given by Rudolph Wittenberg, director of the Neighborhood Center for Block Organization, in a session of the AAGW. Mr. Wittenberg's examples ranged from the way in which a groupworker helped the natural leaders of the block work out a practical manner of helping rather than directing the larger group, to the way an individual was helped to prepare and give a speech representing his own opinions, at a mass meeting.

The trend toward using groupwork skills to help solve individual problems came out clearly in Anna M. Mahony's paper on a Red Cross recreation program in a military hospital. "The center of the program is the patient," said Miss Mahony, "and the worker's aim is to help him widen his world beyond the confines of the hospital ward, and to prevent his taking on an invalid atti-

Bob Campbell

Anne Roller Issler, well known on the West Coast, both as Survey's field representative and a writer of merit. This fall, Stanford University Press will publish Mrs. Issler's second book, "Stevenson in San Francisco."

tude." And again, Monica B. Owen, national consultant for Play Schools Association, pleading for the use of organized play for children as a way to enable them to grow into mature adults, said: "To meet children's emotional needs we must provide not only the sense of belonging, not only the belief in their ability to meet the demands made upon them, but we must provide them with countless opportunities so that they can learn to accept success and failure realistically . . . "

Program Planning

In addition to its natural preoccupation with developing skills and processes, the Conference section under the chairmanship of John McDowell of the National Federation of Settlements gave considerable mention to the problems of planning recreation and groupwork services, not only for special community groups, but for the whole community as well.

Principles basic to a "master community plan" developed in the course of the 1946 Los Angeles Recreation Survey, were discussed by Roy Sorenson, managing director of the San Francisco YMCA, who had directed the study. People took to recreation and groupwork for four different types of satisfaction, said Mr. Sorenson—that which comes from *opportunities* for unsupervised leisure; from *activities* requiring organization and direction; from *associations* with other people in smaller groups; from better *social adjustments* made as a result of the group process. Recognition of these basic needs provides a framework within which to develop principles relating specific services to them and to each other, for clarifying responsibility between public and private agencies, and for establishing frontiers of needs and services.

Problems of programing for such special groups as children, teen-agers, and young adults were considered one day in a series of round table presentations. In planning program with and for young adults, said Laura Ault, business, professional, and industrial secretary for the YWCA's western region office, it is important to remember that these young people are at the age where they are entering employment, are legally entitled to vote, and are ready for emancipation from home controls—as well as at the courtship age. Young people, she said, get the most out of flexible programs which provide for close association, and an opportunity to develop their own leadership and policies.

Older women, testified Francis Bosworth, of the Friends Neighborhood Guild in Philadelphia, usually are easily interested in social activities and a variety of craft projects. Older men however, present a more difficult problem. Their deep embitterment at their loss of a place in the economic scheme of things results in "inaccessibility" to many social and recreational suggestions.

The attitude of the middle-income group toward an experimental neighborhood community program designed for them, as described by Franklin I. Harbach of the Houston (Tex.) Settlement Association, offered another bit of evidence of the close relation between social and economic values and attitudes toward group life. Speaking on a panel at a session of the National Federation of Settlements, Mr. Harbach reported that the people in this neighborhood were largely preoccupied with the effort to raise economic standards from one generation to another and therefore were reluctant to be identified with contemporaries in the same middle-income class. This

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raised barriers to the free mingling of neighborhood folk and presented real obstacles to planning for social association.

The practical aspects of finance and public relations also found a substantial place on this section's program. Speaking at the opening session, Harold E. Winey, executive director of San Francisco's Community Chest, while admitting that more voluntary support was needed, emphasized that confidence in quality of service, rather than "devices," would create more informed and favorable community opinion. Good management—the constant reevaluation of program — and adequate financing are more closely related than we sometimes think, he said.

Good interpretation as the *sine qua non* of adequate support was dealt with in a witty, competent paper by Sallie Bright, executive secretary of the National Publicity Council for Health and Welfare Services. Pointing out three great interpretive strengths, Mrs. Bright told a meeting of the AAGW that the content of groupwork was "likeable," that, unlike other social work programs, no "trouble" ticket was needed to qualify for participation; and that the comparative superabundance of groupwork volunteers should make possible an "army of interpreters." Because it has tended to rely on "good old symbols of American tradition," such as stressing "the healthy life" or "patriotism," Mrs. Bright was inclined to feel that so far groupwork had taken the lazy way out of interpretation.

Winding up by saying that since democracy stands or falls on intelligent participation by the people, Mrs. Bright said she believed the story of groupwork, the purpose of which is individual development within the group, "will fall on the ears of a very grateful nation, if it is well told."

At the national level, prospects for coordinating the interests of national organizations of youth were described by Bernice Bridges, secretary of the youth division of the National Social Welfare Assembly.

At the initiation of U. S. delegates to the World Youth Conference in London in 1945, steps were taken to coordinate youth groups in this country. An Interim Commission has now been established to which the youth division of the Assembly is acting in the capacity of temporary adviser.

Organizing and Administering Social Welfare

The purpose of this year's community organization section, under the chairmanship of Wilbur I. Newstetter, dean of the School of Applied Social Sciences, University of Pittsburgh, was clearly described in the Conference program as "designated to relate practices in the broad field of community organization and planning to the central core of criteria for professional social work."

Early in the week, two keynote papers by Kenneth L. M. Pray and Mr. Newstetter sharply focused on this question of what segment of community organization legitimately can be described as social work practice and what cannot. Later discussions drew upon firsthand materials from local, national, and international practice to illustrate the issues. Reflecting the same interest were the meetings of the American Association for the Study of Community Organization which joined with the section on the last day of the Conference for a summary discussion.

The afternoon sessions of Community Chests and Councils, Inc., dealt, on the other hand, with such matters as neighborhood organizations, research, local-national relationships, volunteer service, health councils, and personnel practices.

How much of community organization is social work, said Mr. Pray, "depends on what we mean by generic social work practice . . . and by community organization practice." Using many of the basic concepts with which he approached the question of generic casework in his paper in the casework section he suggested that the essence of generic social work lies in its focus on "facilitating a *process* of adjustment, rather than in the attainment of a specific *product* or end. . . . Its methods and skills are encompassed in a disciplined capacity to initiate, sustain, and use a direct helping relationship with people based upon a sensitive alert awareness of the meaning and effect of one's own feeling."

Mr. Pray felt that community organization is a part of social work "when its focal concern . . . relates always to the development of the *process* by which people find satisfying and fruitful relationships, and not to the attainment of specific products." Thus, "the concept [of community organization] which places heavy emphasis upon the methods and skills involved in research, administration, planning, and interpretation" would tend to "separate and distinguish it" from generic social work.

Two main characteristics of the practice now generally termed community organization would prevent its being classified as social work, according to Mr. Pray:

First, "that the process of organization often follows, rather than precedes, the choice of goals. In the planning stage, before organization really begins, not only is the problem likely to be identified and defined, but a diagram of the specific outcome to be achieved is likely to emerge"; and

Second, "that community organization is often dissociated from the actual service of specific individuals or groups. . . . It is easy, therefore, for both promoters and participants to find their satisfaction in the creation of a well articulated, symmetrical, deftly organized structure and mechanism."

Mr. Newstetter, like Mr. Pray, felt that areas of education, promotion, and administration were not a part of the "social work process." However, the characteristic of community organization which will entitle it to inclusion in social work, he felt, is to be found in an adaptation of social groupwork methods. This he termed the "social intergroup work process," an essential process in a democratic society where many different groups need opportunity to learn the methods of cooperation.

Intergroups may be of three types:

1. Where the members are official delegates of the groups they represent and are bound by their instructions;

2. Where the members are officially delegated by their groups but left more or less free to act on their own initiative;

3. Where the members serve in their individual capacity even though they may be representative of various groups. In this latter is included the type group made up of "influential people," which, in general, Mr. Newstetter believed is least representative of

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the intergroup process under discussion.

The essence of the social work process of adjustment in relationships is in the "from" and "to" process—between the individuals serving on the intergroup and between the intergroup and the constituent groups from which come its members. The role which defines the community organizer as a social worker is that of an "enabler" rather than a "doer," for he must understand the individuals and groups represented, enable the group to form, to select and discard goals, and help face problems that block the intergroup process.

In the paper read for her as a companion address to Mr. Pray on the subject "Community Organization and Planning—for What?" Dorothy Kahn, executive director of the New York Welfare Council, had given these criteria for community organization in social work: (1) the purpose should be clearly defined; (2) every specific activity must be designed to promote the stated program; and (3) policies and purposes must be consistent and harmonious.

Throughout the week and especially in the final open discussion session under the chairmanship of Helen D. Green of Pittsburgh, much of the discussion centered around the question of the community organizer's responsibility for "objectives" and for "outcomes."

In the discussion of Mr. Newstetter's paper, Edwin C. Berry, executive secretary of the Urban League of Pittsburgh, asked "if it is not possible that the social intergroup work enabler will be overwhelmed by the many groups in the community, lose sight of the people to be served, and become merely a dishonest collaborator?" A speaker from the floor at the final meeting commented that "communities don't do much of anything without an objective," while Campbell Murphy, of the Seattle Council of Social Agencies, noted an apparent difference in point of view between the teachers of community organization and the practitioners in the field regarding the community organizer as an enabler rather than a doer.

Also, while not expecting "community organization to be achieved through structure or mechanical device alone," Violet Sieder of Community Chests and Councils, Inc., in another meeting of this section, felt "that structure can be an important factor in facilitating or hindering community welfare planning. Questions of size of board, relationship between board and staff, geographical coverage, are important to all local, national, public and private agencies." In the community welfare council, particularly, "thoughtful blending of lay and professional knowledge can temper agency competitiveness with statesmanship to achieve an objective plan of action for community services.

ADMINISTRATION

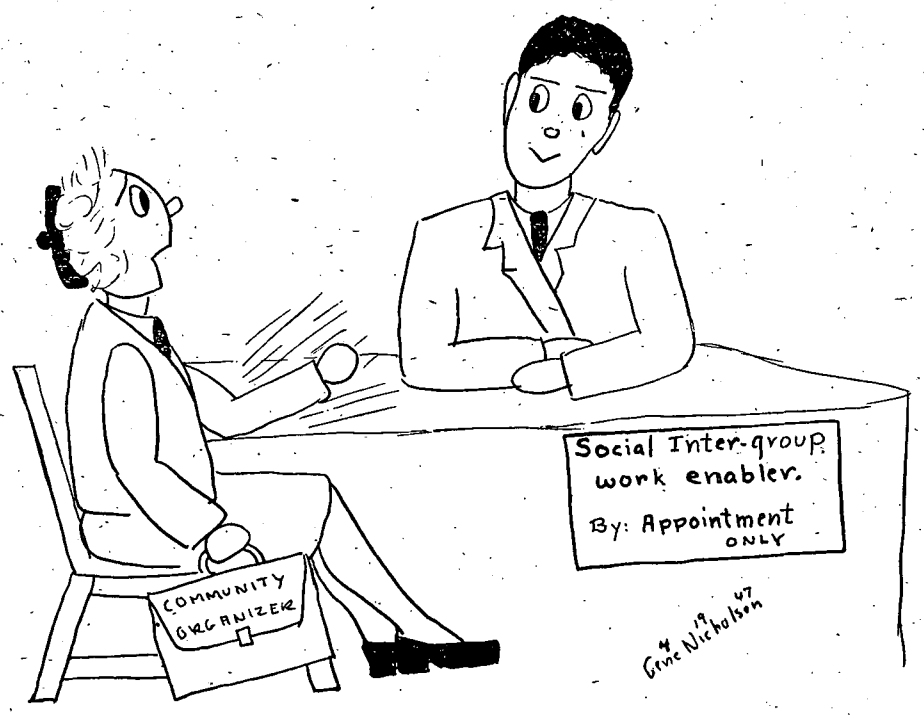
Prominent threads in the Conference pattern of mutually involved cross currents concerning basic concepts and subject matter emerging from each section were not only these community organization discussions, but also those of the section on administration, planned this year under the chairmanship of Merrill F. Krughoff of Community Chests and Councils, Inc.

Generic food for sober professional thought, for example, was to be found in the statement that "the problem before the principal professions today is whether or not the administration of their institutions is going to remain in their hands or whether it will be turned over to other specialists who are trained particularly for administration," made by John M. Pfiffner, professor of public administration, University of Southern California. He admitted, in his discussion of management aspects of state and local public welfare programs, that it is mainly engineers, financiers, accountants, who have been concerned with the study of management and that "those who started out with the structural approach to management need to know a great deal about people," but nevertheless, he pointed out, "those who know about people need to know a great deal more about the structural approach to management."

Equally generic to both community organization and administration was a paper on misconceptions about democratic administration, prepared for the American Association of Group Workers by Louis H. Blumenthal, executive director of the San Francisco Jewish Community Center. The trouble in blending administration and democracy, he stressed, "lies not within the two processes" but "in our misunderstanding of them. . . . Freedom in a democracy is never unqualified. Its very nature is a product of order and control."

Administrators must "see that things get done" but it is "a sheer myth that democratic processes are inherently inefficient." On the contrary "energy is lost when the worker is frustrated in the expressing of self. . . . Group participation avoids waste by uncovering all points of view . . . once perfected it can be a time saver . . . but democracy becomes a burden when its demands exceed the individual's capacity to practice it." Democratic administration, concluded Mr. Blumenthal, does

(Continued on page 157)



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HERE IN WASHINGTON

HEARINGS ON THE HOUSING BILL (S. 866) have been concluded and the Senate Banking and Currency Committee expects to get the bill to the floor for a vote before Congress recesses for its summer vacation.

Testifying at the hearings, the National Association for the Advancement of Colored People expressed some concern over the omission of any provision assuring the participation of Negroes equitably and without segregation. The association asked that Title I be rewritten to clarify that point.

And rewording was also suggested for Title VII, dealing with urban redevelopment, to protect Negroes losing their present dwellings through slum clearance programs and in the insurance provisions for rental housing projects designed to meet the needs of persons of moderate incomes. The association objected to the granting of investment insurance to projects arbitrarily excluding tenants on the basis of race or color.

"Any legislation," the association held, "which presumes to establish a national housing policy; which seeks to establish a long range housing and urban redevelopment program that will determine community living patterns for the next hundred years, must take these undemocratic practices into account and seek to correct them."

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THE SO-CALLED FULL EMPLOYMENT Act of 1946 put at the disposal of the administration and Congress the machinery by which, if properly implemented, the national economy could be stabilized. It begins to look, however, as if it was going to be a matter of too little and too much too, late.

That part of the machinery known as the Economic Council has been functioning, but the second part, and from a practical standpoint, the most important—the Joint Congressional Committee—is just getting around to thinking of the matter.

Charles O. Hardy, formerly economist for the Chicago Association of Commerce and Industry, and Fred E. Berquist, a government man for some years, have been appointed by the committee as staff economists. The appointment of Mr. Berquist is understood to be a concession to the committee's liberals who had not been too well pleased with the other choice. How well the two experts will work together has yet to be seen, but their backgrounds would not afford any great promise of harmony. The Chicago Association of Commerce has not seen eye to eye with Washington these fifteen years past.

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DECLARING THAT A PIECEMEAL approach to social security will not do, Senator Alexander Wiley (R. Wis.) is sponsoring a resolution (S. 13) providing for the creation of a fourteen-member Joint Committee on Social Security.

The Wisconsin senator expressed concern over the diminishing power of the social security dollar. It is a subject, he declared, on which "every one of my colleagues each day receives countless anguished letters from old folks, from blind folks, from widows, and others pleading for an adjustment of the social security system."

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WITH FIFTY-ODD MEMBERS OF the present Congress already committed to the Townsend "plan" (just in case you thought it had been forgotten), the Townsendites are planning their first convention since 1940 for the last week of June.

Representatives Homer Angel (R. Ore.) and J. Hardin Peterson (D. Fla.) are co-sponsors of the new Townsend bills (H.R. 16 and H.R. 2476).

The new plan calls for a 3 percent tax on all but very low incomes. The "take" would be divided among all persons over sixty who voluntarily retired, with the requirement that beneficiaries spend their pension money within 30 days after receiving it.

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AFTER REJECTING THE ORIGINAL bill as too expensive, the Senate Civil Service Committee has brought out its own version of the Langer-Chavez retirement bill, which grants pensions to widows and surviving dependents of federal employes, raises pensions, and permits employes to retire on reduced pensions at an earlier age than is now possible.

The bill's chances in the Senate are considered good and its sponsors are hopeful that it will have a more than even break in the House.

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SPEAKING BEFORE THE WASHington meeting of the American Society of Newspaper Editors, David E. Lilienthal, head of the Atomic Energy Commission, urged a "grass roots" atomic energy education campaign.

Indirectly, he indicated that the responsibility for educating the American people on the subject lay with the press, schools, and other information media. The purpose of the campaign, as Mr. Lilienthal sees it, is to spread knowledge of how vital the subject is to the security and well-being of the country. Understanding, he felt, is not over the heads of most of us.

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ALMOST TWO THIRDS MORE VETerans were admitted to Veterans Administration and non-VA hospitals during 1946 than in 1945, according to the Veterans Administration. A total of 458,749 were admitted last year, an increase of 174,342 or 61.3 percent over the previous twelve months.

During the same period the number of hospitals increased about 26 percent (from 97 to 122) and the number of hospital beds available for ailing veterans was raised from 79,450 to 97,772, an increase of 23 percent.

More than 83 percent of the total admittances consisted of general medical or surgical patients, 12 percent were neuropsychiatric, and about 5 percent were tuberculosis patients.

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HEARING ON THE PROPOSED Department of Public Health, Education and Social Security have been completed with the betting odds on the Aiken rather than the Fulbright-Taft bill. A barrage of witnesses criticized the latter measure as too inflexible.

Richard Schroeder

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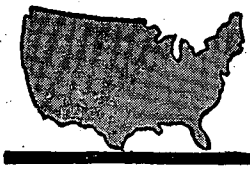

THE COUNTRY OVER

Frontiers of Medicine

Reporting that New York City's health department is now spending a total of $26.25 per child for preventive health services between birth and the age of twenty-one, Dr. Leona Baumgartner, director of the department's bureau of child hygiene, told luncheon guests of the Citizen's Committee on Children of New York on March 24 that the question "is not whether we can afford that much, but whether we can afford to do so little in this preventive field." Most children could be happy and healthy, she said, if health, education, and welfare programs were shaped in accord with today's knowledge about children's growth and development, and about the effect of social and economic forces upon children.

Over 300 lay and professional men and women, interested in New York City's health services for children, attended the luncheon, held to honor Dr. Baumgartner's completion of ten years' service in the city's health department. Paying tribute to this "foster mother to a million children," Dr. C.-E. A. Winslow, Yale University's professor *emeritus* of public health, reviewed specific gains in health services made during Dr. Baumgartner's period of service, and defined some problems to which the city should give immediate attention and support. Among these were the fact that welfare stations were handling over twice as many children as they had been designed to serve, and that "only the fringes of the great problem of mental hygiene" had been touched.

The shortage of competent doctors and nurses was pointed out as the biggest obstacle to meeting the health needs of New York City's children, by Dr. Donovan J. McCune, chairman of the Citizen's Committee's health section, and professor of pediatrics, College of Physicians and Surgeans, Columbia University. He urged that a training program in the child public health field be developed.

The Citizen's Committee, which was organized in 1945 (see *Survey Midmonthly*, January 1946, page 23) is a group of eighty lay and professional people who represent skills and experience in the fields of child health, education and welfare. Currently the committee has six special sections working intensively on health, mental health, correction and protection, education, foster care, and community problems. The emphasis of the group is on better preventive services and an increase of citywide planning in behalf of children.

In 1946, the committee spearheaded a successful movement to get an appropriation into the city budget to cover a psychiatric treatment program in the Children's Court. Originally a demonstration project, the program had been supported privately for several years, during which time it had proved that, given such treatment, 70 percent of the children brought into this court could remain in their own homes, rather than having to be sent to institutions.

Civilian Blood Bank

Plans for setting up a voluntary civilian blood donor service were announced in March by the New York City chapters of the American Red Cross and the Coordinating Council of the five county medical societies. Blood will be collected from the public at donor stations and passed on without charge to five city hospitals. Later it is planned to extend the program to additional city hospitals and to voluntary institutions. The latter will pay a laboratory service charge.

Each donor receives credit for blood contributed, and he or any member of his family may draw against this credit at any participating hospital.

Rheumatic Fever

Northwestern University Medical School plans to open an Institute for the Study of Rheumatic Fever, in July, according to the March 15 *Journal* of the American Medical Association. Gifts amounting to $60,000 have already been received for the institute—$45,000 from the U. S. Public Health Service, and $15,000 from the American Cyanamid Company, Lederle Laboratories Division.

The mechanism of rheumatic fever will be studied, as well as methods for its prevention and treatment. Clinical research will be carried on in collaboration with hospitals concerned with the care of rheumatic children.

Leprosy

Fresh hope was given the world's five to ten million lepers at a conference of the Advisory Committee on Leprosy to the U. S. Public Health Service in Washington last December. Leprologists reported that the U. S. Leprosarium at Carville, La., had had excellent results with the use of three sulfa drugs—promin, diasone, and promizole—and that the outlook for the use of streptomycin was promising. Last year, Carville discharged over forty patients.

In addition to the 378 patients at Carville, there are an estimated 2,000 to 3,000 lepers in the country who are untreated either because they do not know they have the disease or because they shrink from the stigma. In the February issue of *The Trained Nurse*, Dr. Waldemar Schweisheimer underscores the warning of the secretary of the American Mission to Lepers that the next five to seven years may show a "marked increase" resulting from wartime conditions of overcrowding and travel.

Bugaboo

Science is now exploding many of the ancient terrors surrounding leprosy. So noncontagious is it that in fifty-two years no Carville nurse or doctor has become infected. According to Dr. Robert G. Cochrane, principal of the Vellore Christian Medical College in South India, only 3 to 5 percent of healthy adults are susceptible to the disease even when in bodily contact with a leper, although 50 percent of children are vulnerable. Much leprosy, in his opinion, "is as harmless as a birthmark — just like some tuberculosis."

In view of the new treatment for leprosy, the Advisory Committee on

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Leprosy recommended that Surgeon General Thomas Parran adopt a public health approach to the problem rather than the present policy of segregation and institutional care, according to the March *American Journal of Public Health.* Emphasis should be upon case finding, outpatient treatment, periodic reexamination of discharged patients, and a program of education for diseased persons, their families, and the public. Instead of the present Leprosarium, special treatment centers should be set up in the four states where leprosy is endemic—California, Florida, Louisiana, and Texas.

Hodgkin's Disease

The Hodgkin's Disease Research Foundation was formed recently to seek the cause and cure of this disease, which annually takes the lives of over 3,000 people throughout the country.

Characterized by cancerlike swellings of the lymph nodes and lymphoid tissue, the disease is 100 percent fatal, usually in about thirty months. Its victims are often young people.

The foundation will set up clinics throughout the country where patients can be cared for and studied. According to *Time*: "Its laboratories, while concentrating on Hodgkin's Disease, will be double-spurred by the hope of finding some clues to a cure for the big enemy—cancer."

Multiple Sclerosis

A national campaign to combat multiple sclerosis, a chronic nerve disease, was launched in February at a meeting of the newly organized Association for Advancement of Research on Multiple Sclerosis, Inc., at the New York Academy of Medicine. According to Dr. Tracy J. Putnam, director of the Neurological Institute at Columbia Presbyterian Medical Center and honorary chairman of the association, this ailment "is gradually becoming recognized as one of the most baffling and devastating diseases, claiming thousands of victims all over the world every year." It "is a disease of the young adult, striking during the most productive period of life."

Its symptoms include weakness or numbness of the extremities, loss of muscular coordination, and emotional instability. Available statistics on its incidence are meager, according to Dr. Putnam. One study in Baltimore, covering an eleven-year period, revealed 17.8 cases per thousand population.

The new organization will gather data on the prevalence and geographical distribution of the disease, writes Dr. Howard A. Rusk in *The New York Times.* It will also coordinate research efforts on the disease, conduct an educational program for the public, and act as a clearing house for both popular and scientific material about the malady.

Bone Bank

A bone bank has been set up at the George F. Geisinger Memorial Hospital at Danville, Pa., to provide a constant supply of bone for grafting operations, Dr. Leonard F. Bush of that hospital announced in a recent address at the New York Academy of Medicine.

Adoptions

Reflecting recent revelations of the black market in babies is the report from the U. S. Children's Bureau that twenty state legislatures have been considering extensive changes in their adoption laws. According to a 1944 estimate by the bureau, less than one third of all child adoptions in the country were handled by accredited social agencies.

The Desmond-Rabin bill, which was introduced in the New York state legislature early this year, but which failed to come to vote, would have made the placement of a child for profit an illegal act. Further, it would have required any family receiving a child for adoption from a source other than an authorized agency to report the matter to the State Department of Social Welfare. That public body would have been made responsible for determining the suitability of the home.

Studies

For the past six months, the New York City Committee on Adoptions has been studying adoption practices in the city, under the sponsorship of the Welfare Council of New York City, the United Hospital Fund, and the New York Academy of Medicine.

According to the committee, authorized adoption agencies last year handled fewer than one third of the adoptions in the city. The rest of the children were privately placed by intermediaries varying from well-intentioned relatives or attendant physicians to rapacious "baby brokers" whose charges to the adoptive parents ran into the thousands.

City adoptive agencies received 8,200 requests for babies last year and had only 805 available for adoption, less than 10 percent of the demand.

The committee, which is under the chairmanship of Helen L. Buttenweiser, has been studying the kind and number of social services available to unmarried mothers, the adequacy of facilities for adoption services, and the blocks and bottlenecks in them; state laws governing adoptions; and the information programs of interested social agencies.

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In California, a one-year study of adoptive practices was conducted during 1946 by a statewide committee financed by the Columbia Foundation. The report of this study recommends: that all adoption hearings be private; that the State Department of Social Welfare license additional private child-placing agencies; that counties be authorized to place children for adoption, with the state paying the cost.

Interpretation

Accredited agencies have failed to overcome the black market in babies chiefly because they do not inform the public that they themselves lack the facilities to handle the present volume of cases in the community, declared Dorothea P. Coe, director of the Spence-Chapin Adoption Service in New York, at the annual meeting. Last year, she reported, "with the best will in the world, we . . . had to see 36 percent of the mothers and 85 percent of the applicants turned away with no alternative but private adoption."

That agencies should attempt to foster more public understanding of their work is also pointed out in an article in the January *Community Service News* from the Milwaukee County Community Fund and Council of Social Agencies. The article attributes the volume of placements made directly through mother or doctor in that city rather than through a qualified social agency, to the fact that agency procedure is necessarily involved and requires a waiting period, sometimes lengthy.

Agencies can also help show society that punitive attitudes toward the unmarried mother only serve to create further maladjustment, writes Jerome Zeitlin in the December *Channels.* "As long as punitive attitudes toward the unwed mother continue to dominate

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the community, she will continue to dispose of her baby in the speediest . . . manner possible, avoiding the agency and providing a continual supply to the black market."

Sine Qua Non

According to Katharine Lenroot, chief of the Children's Bureau, only about one fourth of the states have as yet passed legislation which the bureau considers adequate to protect all the parties to an adoption. The bureau includes in its recommendations: that the state welfare department have the right to appear at an adoption hearing; that the court granting an adoption be in the locality where the petitioners reside and are known; confidential records should be assured; safeguards should be placed around consent proceedings; a waiting period should be provided, with supervision by the State Department of Welfare, before an adoption becomes final.

Rehabilitation

A new rehabilitation department, designed to restore to useful life patients disabled by disease, has been set up at New York's Bellevue Hospital. A joint venture of the hospital and the New York University College of Medicine, the center is an outgrowth of a grant of $250,000 given the college in 1944 by the Baruch Committee on Physical Medicine.

Two Bellevue wards have been set aside for the program of physical re-training, psychological and social assistance, and pre-vocational guidance. The Community Service Society of New York has made available its Crawford Shop, where patients can acquire needle-trades skills. Close cooperation is maintained with the work of other social agencies.

The college is seeking $2,500,000 to expand this program in a new Institute of Rehabilitation and Physical Medicine, which would be a part of the proposed New York University-Bellevue Medical Center. Hundreds of thousands of handicapped people in the New York area are in need of aid, according to Dr. Howard A. Rusk, director of the program and head of the college's new department of rehabilitation and physical medicine. The new institute also would serve as a research and training center for personnel, and would provide leadership for other communities interested in establishing such projects.

Underwood & Underwood

New Director

Donald Young, now executive director of the Social Science Research Council, is to be the new director of the Russell Sage Foundation. He will succeed Shelby M. Harrison, who retires June 30, after thirty-five years on the staff of the Foundation.

Mr. Young is a graduate of Lafayette College and the University of Pennsylvania. Before going to the Council as research secretary in 1932, he was professor of sociology at the Wharton School.

During the war he was a consultant to the Joint Army and Navy Committee on Welfare and Recreation. He is president of the National Council on Naturalization and Citizenship, and author of a number of books and monographs on minority problems.

Reportable

In California, physical conditions which handicap children and young people under twenty-one years of age are now reportable to local public health departments and the State Department of Public Health. The purpose is twofold: to seek out all those in need of treatment; and to find out how much of the state's youth is handicapped.

Wanted—Jobs

To implement the employment of the handicapped, Secretary of Labor Lewis B. Schwellenbach recently wrote to all state governors suggesting that the states set up services for the handicapped in their employment systems on a year-round basis. Although enthusiasm during National Employ the Physically Handicapped Week last October resulted in jobs for 29,400, he wrote, subsequent months showed a decided drop in these opportunities.

Mr. Schwellenbach suggests the appointment of specially trained selective-placement counselors to the local offices of the Employment Service recently returned to the states by Congress. The duties of these counselors would be to help the handicapped make vocational plans, direct them to agencies for training or rehabilitation, develop job opportunities for them.

Indicative of the need for these counselors is a recent report by Dr. Howard A. Rusk in *The New York Times* that there are 170,000 registration cards in state employment agencies bearing the names of disabled veterans and marked "hold for suitable position." Dr. Rusk added that there are 200,000 more disabled veterans in schools and on-the-job training courses who soon will be looking for work.

Reducing Relief Rolls

A vocational guidance clinic in Minneapolis has transformed hundreds of chronic relief recipients into efficient jobholders through discovery of latent talents, according to the Public Administration Clearing House. Aptitude tests and counseling have aided all but 6 percent of those tested to become self-supporting, despite physical or mental handicaps—an annual saving to the taxpayer of $500,000.

On the clinic's staff are an experienced psychologist, supervisor, two specially trained counselors, and administrative assistants.

The clinic works closely with the Veterans Administration Vocational Guidance Service and over a hundred business and industrial organizations in finding jobs for clients. One industry alone has accepted 139 referrals, all of them handicapped.

A rehabilitation clinic was set up by the Newark (N. J.) welfare department last October to help unemployables on the relief rolls. Of 655 such clients examined at the clinic, 129 were classified as employable and 216 as having remediable defects, physical or mental. Some of these the city is helping—with surgery, artificial limbs, and psychotherapy—to increase their chances for self-support.

Figures

The Office of Vocational Rehabilitation is urging the states to set their sights on beginning the rehabilitation of 500,000 civilians by the end of 1948, Michael J. Shortley, director,

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reported to Congress in February. He stated that there are 1,500,000 men and women of working age in the country, aside from veterans, with service-incurred disabilities, who have mental or physical impairments sufficiently severe to be considered employment handicaps. The total number of the disabled in this country is estimated by the Secretary of Labor at 28,000,000.

Application

A by-product of the war is the rehabilitation program at Woodville, the Allegheny (Pa.) County Home, which is bringing new hope to its indigent occupants. It all came about when a former serviceman, Lawrence Honeychuck, who had been a registered nurse at the home before the war, returned with a determination to set up a program of rehabilitation such as he had seen in the navy.

He enlisted the cooperation of Dr. G. P. Hammill, head of the county institution district. Dr. Murray Ferderber, a physician trained in physical medicine, was found to direct the program. Following a planning meeting with the county commissioners, Mr. Honeychuck was sent to New York's Institute for the Crippled and Disabled for a short intensive course in physical rehabilitation methods. Within a short time rehabilitative work was begun at Woodville with homemade equipment.

So successful has the project been in getting bedridden indigents up and around, and even back to wage-earning, that plans are being made for a comprehensive rehabilitation program in a proposed new county home.

The American Family

In the nation's big cities, "where the bulk of Catholics live, one half of the marriages end in divorce," The Reverend John F. Noll of the Fort Wayne (Ind.) Diocese told the National Catholic Conference on Family Life, held in Chicago in March. Eighty percent of Protestantism is rural, he said, "and it is in rural America where family life is most wholesome, and where the divorce rate is still low."

A conference resolution pointed out that economic evils place "unreasonable hardships on families," and advocated a home-building program "in which government and private capital would cooperate to provide sufficient decent homes."

Bishop Peter W. Bartholme of St. Cloud, Minn., episcopal moderator of the Family Life Bureau, declared that the bureau would support legislative and social movements "for family living wages, better housing, better health and . . . general improvement in the material conditions of family life." Basically, however, "the spiritual conception of the dignity of fatherhood and motherhood and the sacredness of the child must be restored in the minds of the American people in order to save the family."

At the American Social Hygiene regional conference in New York in February, sharply opposing methods were proposed for safeguarding the American home, reports *Better Times*.

Carle C. Zimmerman, professor of sociology at Harvard, prophesied a violent temporary breakup of the whole family system before the end of the century. He declared that "mass moral education will have to be tried in a wholesale manner, civilization will have to be sold on the aspirin level."

Replied Charles G. Bolte: "Just as you cannot separate the problem of venereal disease from that of why young people cannot get married, so you cannot separate the growth or degeneration of family life from the status of institutions in the world which can bring peace, prosperity and freedom."

Students of Marriage

If a wife carries on a wage earning job or some other constructive activity, her marriage is more likely to succeed than if she devotes herself exclusively to her home and family. This was the advice given at the final session of a course in marriage and parenthood at Sarah Lawrence College, Bronxville, N. Y. Addressing a class of a hundred young women and several ex-GI students, Mary Fisher Langmuir, professor of child study and director of the nursery school at Vassar College, reported on a recent study of fifty wives who had an outside job and fifty who did not. The home life of working wives showed better balance, she said, and these women actually devoted more time to their children than did the other group.

Students at the School of Business of New York's City College formed a Social Horizons Club in March "to prepare students to cope with obligations of marriage and the responsibilities of parenthood." A preliminary meeting brought an overflow attendance of 200 students to hear Prof. B. W. Aginsky of the college's sociology department speak on "The Causes of Disputes in Married Life."

The Doctors Vote

A countrywide inquiry to 15,000 physicians showed an overwhelming majority of them in favor of birth control, Dr. Alan F. Guttmacher, associate professor of obstetrics and gynecology at Johns Hopkins Medical School, reported at a dinner given by the Planned Parenthood Federation of America in New York. The dinner launched the federation's nationwide drive to raise $2,000,000.

Of the doctors polled, 97.8 percent approved birth control measures for health reasons, 86 percent for pregnancy spacing, and 79.4 percent for economic reasons.

Medical opinion in the West was found to be most liberal toward contraception, according to Dr. Guttmacher, with the southern states ranking next, the central area third, and the Northeast last.

Last Two

The Planned Parenthood League of Massachusetts is planning a new attempt to amend existing antibirth control statutes in that state, according to the April *Birth Control News*. A petition bearing 20,000 signatures will be filed next December, requesting the 1948 state legislature to amend the law. If no action is taken, an additional 5,000 signatures will be appended, assuring a referendum on the matter on the 1948 ballot.

According to Prof. Albert Morris, head of Boston University's sociology department, the selling of contraceptives is legal in Massachusetts, "but a physician who gives such information to a mother whose life would be endangered by further child-bearing is now a lawbreaker."

The only other state with a similar strict prohibition is Connecticut. Here, a statewide Physicians Committee of 100 was actively working for a bill to permit medical prescription of contraceptives for health reasons, the *News* reported. Introduced in the assembly in February, the bill passed the House, but not the Senate. It had been endorsed by a major newspaper — the

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Tribute to an Educator

Underlying the progress in social work reported in this Conference number of *Survey Midmonthly* is the dynamic of a sensitized and disciplined social conscience. One of the foremost exponents of a theory of social work training which permits neither of sentimentality nor of an easy reliance on technical routines is Alice Salomon, founder of the school for social work in Berlin which once bore her name, one-time chairman of the International Association of the Schools of Social Work.

Living in retirement in the city of New York, Dr. Salomon on April 19 celebrated her seventy-fifth birthday —or rather, many of her several thousand former students, now dispersed over the world, celebrated it by letting her know of the part she has played in their lives.

Some also wrote who only indirectly experienced the stimulus of her personality and teaching, yet consider themselves in direct succession of the generation she has trained. For the movement of non-sectarian professional social work in Germany grew from inconspicuous earlier roots to become strong and influential only about the turn of the century.

Dr. Salomon explains this rapid growth in part by the emergence of organized women as a social force. In Germany, at any rate, they helped to transform a somewhat rigid provision for the social welfare into a more diversified, and above all a more living, adaptation of means to ends of understanding and service.

William Fox

In this connection it is perhaps symbolic that of a number of buildings devoted to various social purposes on the grounds of the Pestalozzi-Froebel Haus in Berlin only one survived the war, the structure which housed the school of social work: Dr. Salomon's belief in beauty and freedom of intercourse as values in social work training had equipped this building with a roof garden and incidentally rendered it bomb-proof.

In a radio talk at Munich the other day a speaker, referring to Dr. Salomon, said it was difficult to think of her as bent with age. She is not bent, either in body or spirit. Although she is not well and can see few visitors, her insistence on the essentials of social work is as vigorous as ever.

These are the exact opposite of those proclaimed in the schemes of social regimentation by which totalitarian regimes try to attain their too abstractly conceived social goals. Like the great settlement leaders in England and America who were her friends, Dr. Salomon regards the working out of suitable instruments as important but secondary to their wise, effective use.

To her the chief task for which professional workers must be trained in this era of social reconstruction is that of gaining deeper insight into the wants to be met—and these conceived not only in material terms but also, and above all, in terms of personal security, integrity, love, and social participation.

Thus her own career, as seen in retrospect by some of her former associates, rich as it has been in social inventiveness, has been even richer in the propagation of understanding and fellowship. —B.L.

Hartford *Courant*—and by 500 ministers. An Elmo Roper poll showed that 85 percent of the state's citizens favored the bill.

People and Things

Eleanor C. Vincent, one of the pioneers in medical social service, has retired from the American National Red Cross after twenty-seven years of duty, fourteen of them as national director of its hospital service.

Said Surgeon General Norman T. Kirk of the army in commenting on her retirement: "The cooperation of the American Red Cross in hospital service here and abroad, in peace and in war, has been due in no small measure to the efforts of Miss Vincent."

Incentive

The Elisabeth S. Prentiss award in health education was presented to Mary P. Connolly, director of the University of Michigan's School of Public Health. At a dinner meeting of the recent American Public Health Association convention in Cleveland. Miss Connolly presented the plaque, emblematic of the award, to the school, "in order," she said, "that students will have an opportunity to see that health education efforts are recognized." Miss Connolly, who went to her present post in 1942, has conducted departments in the *Country Gentleman* and *Michigan Nurse,* and also various radio programs. For twenty-five years she was director of health education of the Detroit department of health.

Synthesis

The Reverend Seward Hiltner, executive secretary of the department of pastoral services of the Federal Council of the Churches of Christ in America, has been elected to membership on the National Committee for Mental Hygiene. Mr. Hiltner was honored, according to a release from the committee, "for outstanding leadership in the development of cooperation between clergymen and psychiatrists and other physicians."

As former executive secretary of the Council for Clinical Training, Inc., of New York City, he has guided the clinical pastoral training of 2,000 clergymen and divinity students.

New Jobs

Edward L. Ryerson was elected president of Community Chests and Councils, Inc., at the annual meeting in February in St. Louis. Last year, Mr. Ryerson served as vice-chairman in charge of corporation gifts for CCC.

Then from 1927 to 1936 he was president of the Chicago Council of Social Agencies, and since 1941, he has been chairman of the Illinois Public Aid commission.

One of Mr. Ryerson's first official acts was to appoint as chairman of Community Chests of America, H. J. Heinz II of Pittsburgh, president of the H. J. Heinz Company.

Vice-president in charge of public relations for this agency in its first year, Mr. Heinz "organized the effort for a united name and symbol and successfully pressed for the adoption of an effective nationwide public relations program and staff," according to the March *Community*.

Malcolm R. Lovell, welfare

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worker and former assistant to the Undersecretary of Agriculture, has been named chief of mission to Britain for CARE—Cooperative for American Remittances to Europe, Inc.

Jean Kallenberg has joined the staff of the Family Service Association of America as director of their information service. She was previously assistant regional representative with the Bureau of Public Assistance of the Social Security Administration and before that with the American National Red Cross, as assistant director of home service, North Atlantic Area.

LEWIS E. LAWES, former warden of Sing Sing Prison, who died on April 23 at the age of sixty-three, was internationally famous as a pioneer in the field of modern penology. In his twenty-one years at Sing Sing (1920 to 1941) he developed a large athletic program, fostered dramatic and musical entertainments for inmates, expanded the educational facilities of the prison, and had radio music piped into each cell. Under his leadership, there was evolved a system of complete physical, psychological, and psychiatric records of each prisoner, and the prison hospital was thoroughly modernized. Mr. Lawes was a strong advocate of parole and the indeterminate sentence. He opposed capital punishment because it does not reduce homicide.

Of the seven books in which he recorded his experiences as a prison administrator and presented his theories of penology, the best known is "20,000 Years in Sing Sing" (1932).

Mr. Lawes was a United States delegate to the Prison Congress in London in 1925, in Prague in 1930, and in Berlin in 1935.

MABBETT K. RECKORD, general director of the Illinois Children's Home and Aid Society, at Wilmette, Ill., in December, at the age of fifty.

Nationally known in the field of social service, he was an active worker in the long campaign for aid to dependent children legislation in Illinois, and for the new adoption law passed by the 1945 General Assembly. He was a member of the board of directors of the Child Welfare League of America and of the Community Fund of Chicago; the Illinois Committee on Child Welfare Legislation; and the Mayor's Committee on Chicago Child Care.

WESTWARD HO!

(Continued from page 150)

not abandon strong leadership, for "leadership is integral to the dynamics of group life" and "a leaderless society is unthinkable."

Thus the primary responsibility for providing that "competent" administration on which the support of "democratic" administration depends, falls on the shoulders of the administrator. He must "work with people, rather than bossing over them. His leadership releases energy. He uses power but is careful to see that it is not harmful."

This question of the use of "power" or "authority" by the administration, and stemming from it the broader questions of executive-staff relationships, were of primary concern to several speakers.

And in an illuminating paper on "the emotional factors in administration," presented to a joint session of the administration and mental hygiene sections, Dr. H. H. Nierenberg, director, Los Angeles Psychiatric Service, pointed out that psychological factors are always involved when any normal person is in a position of authority.

The administrator and his staff can be compared with the parent and his family group, for in these relationships are found many similar emotional factors—anxiety, jealousy, fear—which influence behavior. At least three areas of administrative responsibility are calculated to sharpen inherent emotional tendencies, said Dr. Nierenberg. The necessity for making decisions is often a source of conflict or anxiety; responsibility for evaluating staff is a spot where prestige is involved; and responsibility for staff leadership and stimulation may put the administrator in danger of either a "fantasy of impotence," or of avoiding the use of his authority "for fear of the punishment the staff may inflict upon him."

A family casework slant on the same question was introduced by Frank J. Hertel who, quoting from materials assembled by the Family Service Association of America, said that attitudes induced by a position of authority "are often projected from infantile experiences." The executive may find that "old conflicts are reactivated," and workers may assume "a childlike attitude in which . . . they expect everything from the person in authority" or, on the other hand, may be "openly competitive and challenging."

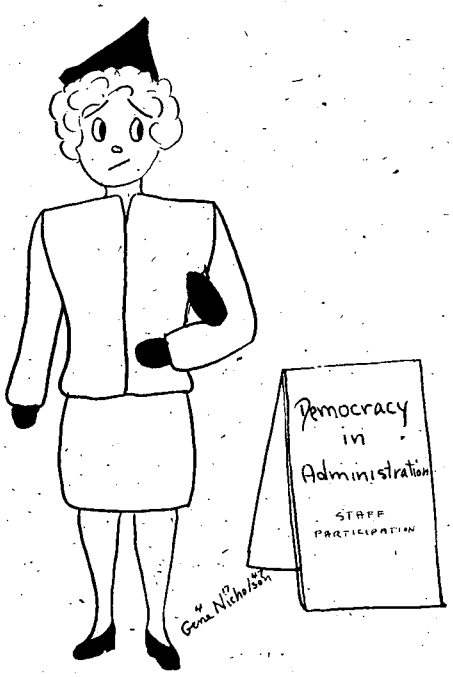
"The *feeling* of an executive for his staff is more important than an intellectual concept of staff relations," said Walter W. Whitson, director of the Family Service Bureau of Houston, Tex. The fact that "administrative and supervisory staffs are not usually trained for these positions makes for a feeling of insecurity, which in turn is a poor basis for the development of good cooperative practices."

Mr. Whitson felt that there were significant differences between the problems of administration in a business organization and one whose function was to provide professional service. For, since the practitioner knows best how agency policies affect practice, he must be free to share in bringing about change. Failure to accept this principle of policy-making "is a denial that social work is a profession."

In joint participation between board and staff, Mr. Whitson felt that opportunities "should grow out of genuinely appropriate situations" rather than from artificial efforts "to get the staff and board to know each other."

"Administration has much to learn from groupwork," said Harleigh B. Trecker of the Graduate School of Social Work, University of Southern California, in his discussion of the skills

(Continued on page 158)



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(Continued from page 157)

essential to the administrative job in developing participation of staff, board, and committees. Such skills are needed, he said, in formation of groups, defining purposes and objectives, assisting group thinking, making decisions and taking action, screening problems and determining priorities, and in establishing effective relationships between the administrator and the group.

The use of committees in securing participation in various areas of administration was considered in two well documented papers by Norma Sims of the National Board of the YWCA and Mrs. John T. Beales, chairman of the family and child division of the Oakland Council of Social Agencies.

Administration requires work with three types of functional committees—advisory, policy, and administrative—as well as many other special types, said Miss Sims. Such work involves definition of objectives, careful selection of members, able staff service, and skillful leadership in order to bring out "not only a sense of self-confidence and usefulness to the members but also a respect for the point of view of all members of the group."

The role of the committee leader was defined by Mrs. Beales as being: (1) to achieve agreement as to specific goals, (2) appraise the resources for attaining the goal, (3) reach a conclusion by action related to the objective, (4) appraise the consequences of the conclusion. "The leader must serve as a balance wheel, the impartial guide for this endeavor in group thinking, which in any case is a hard job."

In addressing himself to the public relations responsibility of the administrator, Fred K. Hoehler, at a joint meeting of the administration section with the National Publicity Council for Health and Welfare Services, said he believed "that no person can be remote from the public he serves and pretend to maintain good public relations. . . . The problems and conflicts within so many of our agencies as expressed by the organization of cliques, pressure groups, and often downright hostility" can be moderated to a large extent, he felt by "the simple application of the open door policy."

Referring also to the problem of "tensions and conflicts between groups of Americans," in a meeting of the National Publicity Council, Harold P. Levy, public relations counsel of Los Angeles, said that "in large measure it is a problem of public relations. . . . There are three main areas in the operation of any organization serving people. One is program: which is the reason for being. The second is administration: which is general management. The third is public relations: which is the composite of all the ways of creating understanding and good will."

Practical problems of recruitment, classification, and other personnel policies and practices were discussed on the program of the administrative section and in the associate group meetings of Community Chests and Councils, Inc. "Classification, job analysis, and function are still the key problems in connection with selection and recruitment of social workers for civil service jobs," said Clifford N. Amsden of the Los Angeles County Civil Service Commission.

"Given adequate job specification . . . modern civil service with the help of professional workers can do a reasonably good job of testing and should therefore be able to present the social service agency with an acceptable list of social workers from which to make appointments." Said Louis J. Kroeger, personnel and management consultant from Piedmont, Calif.: "The fundamental principle of classification is that we classify on the basis of duties and responsibility, and not on the basis of the personal qualifications of those who hold jobs. Among professional workers

(Continued on page 160)

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WORKERS WANTED

CASEWORKER—Protestant Agency on West Coast has opening for worker with minimum of one year's graduate training. 8574 Survey.

WANTED: Medical Social Worker with experience in supervision and administration to work as Director of Medical Social Service, at Newark Beth Israel Hospital, 201 Lyons Avenue, Newark 8, N. J. Please write for an appointment to Minnie Edelschick.

BRANCH EXECUTIVE, man or woman for community house in Middle West. Should be a group work graduate. Would consider person with some group work training plus experience and willingness to finish course. 8571 Survey.

JACKSONVILLE ! ! ! Two or three professionally qualified caseworkers desired immediately by well-known, privately supported, state wide, non-sectarian, child placing agency.
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CASEWORK SUPERVISOR desired by Dade County Chapter, ARC, Miami, Florida. Minimum requirements include MSS from recognized school, at least 3 years supervisory experience in agency handling family casework program. Salary range from $3300 to $4200, to be determined by qualifications and experience. In event applicant meets requirements, Chapter will pay costs of employment interview. Dade County Chapter, ARC, Miami, Florida.

WANTED: Executive Secretary for small private family agency; family casework experience in qualified agency and professional training prerequisite. Many challenges in community interpretation and organization. Salary commensurate with experience and professional training. Apply direct to Alexandria Family Service Society, 110 North Saint Asaph Street, Alexandria, Virginia.

CASEWORKERS: Two well-qualified caseworkers wanted for hospital in New York City. Experience not necessary. Field work in psychiatric, family, or medical agency acceptable. Fairly new department. Emphasis on casework aspects of rehabilitation. Offers casework service to private patients on a fee basis. Good supervision. Salary range $2400-$3400. 8569 Survey.

CASEWORKER, master's degree, male, 30-35, preferably single, Protestant children's home in Cleveland, Ohio area. Group work experience an asset. Opportunity for advancement to executive position. Full maintenance. Excellent living accommodations. Salary open. All replies confidential. Beech Brook Children's Center, Chagrin Falls, R. 4, Ohio.

CASEWORKERS needed for private child placing agency. School of Social Work training required. Salary according to professional training and experience. Apply: Friends' Association for Colored Children, 803½ East Main Street, Richmond 19, Virginia.

WANTED—Social case workers and supervisors to fill positions in Lutheran children's agencies located mainly in the Middle West. Progressive programs, personnel policies, good supervision. Minimum requirements are at least three quarters of field york. Opportunities for work-study programs with some agencies. Experience in children's field, although desirable, is not necessary. Salaries range from $2,000 to $3,600 per year depending upon training and experience. For further information write Rev. R. A. Marquardt, Chairman, Recruitment and Training Committee, Associated Lutheran Charities, Addison, Illinois.

CHILDREN'S INSTITUTION in Indiana needs case worker (woman) for intake. New position. This person later will become supervisor of an expanding case work staff. Beginning salary $2,600 to $3,000 depending upon training and experience. 8564 Survey.

WORKERS WANTED

CASEWORKERS—Catholic Family and Child Care Agency has two staff vacancies. Salary in accordance with professional training and experience. Opportunity for advancement. At least one year's graduate training required. Catholic Welfare Bureau, 855 South Figueroa Street, Los Angeles 14, California.

DIRECTOR OF CASE WORK, man, with Master's degree from school of social work, plus experience in family and child welfare, or probation experience. Teaching experience in school of social work helpful. Experience in supervision and training. Salary $4,000 to $5,000.
MEN AND WOMEN CASE WORKERS with training at graduate school of social work also wanted.
Write Robert M. Mulford, Mass., S. P. C. C. A., 43 Mt. Vernon Street, Boston 8, Mass.

NATIONAL JEWISH COMMUNITY ORGANIZATION desires directors for large metropolitan areas. Work entails administration, programming and organizing. Community organization and/or group work experience required. State experience, educational background, last position held, last salary and other pertinent information. 8501 Survey.

CASEWORKERS—Catholic Family and Child Care agency has two staff vacancies. Salary according to professional training and experience. Opportunity for advancement. Must have graduate training. Catholic Charities, 418 N. 25th Street, Omaha, Nebraska.

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NATIONAL JEWISH ORGANIZATION desires young man with social work orientation and writing skills to develop program and promotional literature. Some field work also involved. State age, educational background, experience and other particulars. 8562 Survey.

WANTED: Social worker or medical social worker with some experience in case work or in a hospital situation, to work in a tuberculosis sanatorium of 125 beds. Medical social work part of rehabilitation program. Working conditions and salary excellent. Contact Bureau of Tuberculosis Control, Michigan Department of Health, Lansing 4, Michigan.

CASEWORKERS, professionally trained, for multiple service family casework agency. Interesting and challenging opportunity.
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Write Director, Jewish Social Service Bureau, 127 N. W. Second Street, Miami 36, Fla.

CASEWORKERS (two): Graduate training required, salaries according to professional training and skill. Give full particulars first communication including age, race, religion. Children's Aid Society, 71 Warren Avenue, West, Detroit 1, Michigan.

TWO CASE WORKERS wanted for an expanding family agency. Excellent supervision and community opportunities. Salary commensurate with training and experience. John W. Anderson, 411 Walnut Street, Allentown, Pa.

CASEWORKER in Medical Social Service Department, voluntary hospital 12 miles from New York City. Must be graduate accredited School of Social Work with Master's Degree and Medical Social field work or experience. 8555 Survey.

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POSITION, case work field, male, age 30. M.S. Psychology, M.S. Social Work. Two years case work, two years administrative experience; psychoanalytic training. $3500-$4000. Locate anywhere. 8577 Survey.

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(Continued from page 158)

this is often a difficult distinction to make clear. In their anxiety to establish high professional standards many workers mistakenly identify certain training requirements with certain duties and responsibilities as though the two were inseparable."

"In their broadest conception," summarized Harold E. Winey, "personnel policies and practices cover employe relations in almost every aspect of the working lives of the persons concerned."

Among these Mr. Winey enumerated classification; compensation; evaluation; hours of work; promotion and transfer; resignation and dismissal; vacations; holidays; sick leaves and benefits. "Policies in respect to these should be established by the governing board of the agency with definite participation of the staff in their formulation . . . and made readily accessible to members of the organization. Many agencies," he noted, " have no written policies to guide employe relations."

THE WORLD MAY BE GROWING MORE fantastic but social work is becoming more realistic and is certainly moving back into the world as we now find it. Time was when many of the subjects of deliberation in a National Conference and the daily concerns of the ordinary citizen seemed to move in two separate orbits. That these two orbits moved closer together at San Francisco, was apparent to anyone who cared to see. Some may have wondered at times if social work's self-searching were not becoming an end in itself. But at San Francisco, one saw social work realistically relating its processes to individuals, families, communities who are seeking help in meeting the growing demands of modern life.

The return is not a minute too soon. From the tiniest hamlet served by a county welfare worker to the far-flung areas which it will be the function of UN's specialized agencies to serve, there is great need for what social work has to give—and its way of giving. What has been accomplished in the past decades is but a trickle compared with the potential capacity of the profession to help people effect fundamental change in their lives and environment. For a new sense of these potentialities, the Conference owes thanks for the eager adventurous vitality which flowed through its meetings from the West Coast setting and its peoples.

Directory of Social Organizations (cont.)

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—Leonard W. Mayo, President, Cleveland, Ohio, Howard R. Knight, Secretary, 82 N. High St., Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting and issues a quarterly Bulletin. Proceedings are sent free of charge to all members upon payment of a membership fee of $5. 75th Annual Meeting, Atlantic City, N. J.

Religious Organizations

HOME MISSIONS COUNCIL OF NORTH AMERICA—297 Fourth Ave., New York City. The inter-denominational home mission body of 23 denominations. Executive Secretaries, Edith E. Lowry, Mark A. Dawber; Migrant Supervisors: Western, Mrs. F. E. Shotwell, 3330 West Adams Blvd., Los Angeles, Calif.; Mid-Western, The Rev. Ellis Mashburn, 205 North Wabash Ave., Chicago, Ill.

NATIONAL JEWISH WELFARE BOARD, 145 East 32 Street, New York 16, N. Y. Frank L. Weil, President; Joseph H. Cohen, Treasurer; Joseph Rosenzweig, Secretary; Louis Kraft, Executive Director. A national agency serving as National Association of Jewish Community Centers, YMHAs, etc., and providing welfare, religious and social activities for soldiers and sailors and other members of armed forces. A member of the United Service Organizations.

NATIONAL BOARD, YOUNG WOMEN'S CHRISTIAN ASSOCIATION, 600 Lexington Ave., New York City. An international Christian woman movement devoted to service for women and girls and the attempt to help build a society in which the abundant life is possible for every individual.

NATIONAL COUNCIL OF JEWISH WOMEN, 1819 Broadway, New York 23, N. Y. FIFTY YEARS' SERVICE TO FAITH AND HUMANITY. SERVICE TO FOREIGN BORN—Immigrant aid, port and dock work, naturalization aid, Americanization classes, location of relatives in war-separated families. SOCIAL WELFARE AND WAR ACTIVITIES—Council houses and clubs, nurseries, clinics; scholarships, camps, teen-age canteens; work with handicapped. Participation in national war-time programs through educational projects and community activities. EDUCATION DIVISION—Contemporary Jewish affairs, international relations and peace, social legislation. Study groups under national direction keep Jewish women throughout country alert to vital current issues. 215 Senior Sections in United States. 100 Junior and Councilette Sections. 65,000 members.

NATIONAL COUNCIL OF YOUNG MEN'S CHRISTIAN ASSOCIATIONS—347 Madison Ave., New York City; 1201 local Associations federated for Christian leadership and citizenship training among young men and boys.

Social Work Personnel

SOCIAL WORK VOCATIONAL BUREAU, 122 East 22nd Street, New York City. National placement and counseling service in case work fields. Membership organization for social workers and agencies. No placement fee. Barbara Jack, Director.

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